

FY2004 Demographic Report

Human Resources

June 2004



Minnesota
STATE COLLEGES
& UNIVERSITIES

Table of Contents

Purpose of the Demographic Report	3
Employee Bargaining Units and Employee Groups	4
Faculty	5
<i>Bargaining Unit Represented by Inter Faculty Organization (IFO)</i>	<i>5</i>
<i>Bargaining Unit Represented by Minnesota State College Faculty (MSCF).....</i>	<i>6</i>
<i>Bargaining Unit Represented by Minnesota State University Association of Administrative & Service Faculty (MSUAASF).....</i>	<i>6</i>
Administrators	7
<i>Employees Covered by the Personnel Plan for Administrators</i>	<i>7</i>
Staff	7
<i>Bargaining Units Represented by American Federation of State, County, and Municipal Employees (AFSCME)</i>	<i>7</i>
<i>Bargaining</i>	<i>8</i>
<i>Bargaining Units Represented by Minnesota Government Engineers Council (MGEC)</i>	<i>8</i>
<i>Bargaining Units Represented by Minnesota Association of Professional Employees (MAPE).....</i>	<i>8</i>
<i>Bargaining Units Represented by MMA.....</i>	<i>8</i>
<i>Employees Covered by the Commissioner’s and Managerial Plan</i>	<i>9</i>
Non-Bargaining Unit Employees.....	9
Grand Total of Bargaining Unit Employees & Employee Groups.....	10
State of Minnesota Workforce and Minnesota State Colleges & Universities Share*	11
Breakdown of Employees by Age & Bargaining Unit/Employee Group	12
Retirements by Select Employee Groups	13
Average Age of Retirees by Select Employee Groups	13
Employee Separation Statistics	14
Ethnicity Data of Faculty and Staff/Administrators	15

Purpose of the Demographic Report

This report is intended as a quick reference for persons seeking demographic information regarding employees of the Minnesota State Colleges & Universities workforce. It includes all 32 colleges and universities in operation in Spring 2004.

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 responses to new issues raised by the readers.

The data presented in this report was developed using the Minnesota State Colleges & University personnel/payroll system (SCUPPS), which is maintained by the individual colleges or universities and the human resources Oracle Database (BRIO). The data used in this year's report was extracted on March 1, 2004.

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 & Universities share;
- ◆ A breakdown of employees by age within the various bargaining units;
- ◆ Number of retirements of faculty and administrators in each of the last three (3) fiscal years and a projection of retirements for FY2004;
- ◆ Average age of retirees by select employee groups, such as the IFO, MSCF and Administrators; and
- ◆ Employee turnover in each of the last three (3) fiscal years.

It is important to note that in the previous demographic reports, employee headcounts were used as numbers. With this year's report, we are including full-time equivalent (FTE) as well as employee headcount.

Comments and suggestion regarding this report are welcome and should be addressed to the Karen Cejka, Office of the Chancellor, Systemwide Human Resources.

Employee Bargaining Units and Employee Groups

The State executive branch, and Minnesota State Colleges & Universities, is covered by the provisions of Minnesota Statute Chapter 179A, the Minnesota Public Employment Labor Relations Act (PELRA). This statute defines sixteen (16) 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 & 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 hours (less than 14 hours per week or less than 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/MnSCU Administrators Plan

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.

All faculty positions have their terms and conditions of employment established in the collective bargaining agreement between their exclusive representatives. Minnesota State Colleges & 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. Thus, national and/or regional competitiveness in salaries is imperative.

Bargaining Unit Represented by Inter Faculty Organization (IFO)

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

	<i>State Universities</i>									
	<i>Tenured/Tenure Track</i>		<i>Non-Tenure Track</i>		<i>Fixed Term</i>		<i>Adjunct</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Professor	883	784.37	2	2.34	3	2.65			888	789.36
Associate Professor	503	438.77	14	13.49	16	14.95			533	467.22
Assistant Professor	501	444.38	14	10.58	202	173.60			717	628.56
Instructor	4	4.19	1	0.50	194	152.45			199	157.14
Adjunct/Community Faculty					2	0.48	919	161.83	921	162.30
Totals	1,891	1,671.71	31	26.91	417	344.13	919	161.83	3,258	2,204.58

Bargaining Unit Represented by Minnesota State College Faculty (MSCF)

MSCF represents instructional faculty, counselors, and librarians at the community colleges, technical colleges and at the 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.

	<i>Community Colleges</i>		<i>Consolidated Colleges</i>		<i>Technical Colleges</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Unlimited Full-time	516	496.14	1,324	1,307.98	553	557.36	2,393	2,361.48
Unlimited Part-time	44	36.88	280	241.54	169	151.31	493	429.73
Temporary Full-time	31	31.04	23	23.14	8	7.83	62	62.01
Temporary Part-time/ Adjunct	512	145.54	1,151	291.29	257	58.65	1,920	495.48
Customized Training Faculty			17	3.63	39	5.75	56	9.38
Totals	1,103	709.60	2,795	1,867.59	1,026	780.89	4,924	3,358.08

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.

	<i>State Universities</i>								<i>Totals</i>	
	<i>Permanent</i>		<i>Probationary</i>		<i>Fixed Term</i>		<i>Externally Funded</i>		<i>Count</i>	<i>FTE</i>
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>		
Range E*	47	41.67	15	13.36	3	1.71	2	1.81	67	58.55
Range D	58	51.67	29	25.61	4	3.09	11	8.89	102	89.27
Range C	104	96.17	83	72.02	21	14.77	10	8.94	218	191.89
Range B	32	24.76	88	76.08	37	24.44	24	15.22	181	140.50
Range A			1	0.25	1	0.75	5	2.87	7	3.87
Totals	241	214.27	216	187.33	66	44.76	52	37.73	575	484.08

*Includes 5 physicians in the Student Health Services area.

Administrators

Employees Covered by the Personnel Plan for 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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Executive (Chancellor, Presidents & Vice Chancellors)	25	24.52	7	6.89	5	5.00	37	36.41
Other Administrators	294	277.27	129	115.59	53	51.42	476	444.29
Totals	319	301.79	136	122.49	58	56.42	513	480.70

Staff

Most classified 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 & Universities. Each contract contains a Minnesota State Colleges & 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.

Most vacant positions are filled by a competitive process administered by DOER, and are typically comprised of applicants from the local region. It is the exception to find applicants from other states. However, while the hiring pool is typically from the local region, salary ranges are set based on salaries negotiated by DOER and compare favorably with wage rates for the Twin Cities metropolitan area. Our salaries in the Greater Minnesota area are very competitive.

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Craft, Maintenance & Labor Unit (202)	113	104.14	148	140.56			261	244.70
Service Unit (203)	457	368.09	341	305.62			798	673.70
Healthcare Non-Professional Unit (204)	4	3.28	8	3.71			12	6.99
Clerical & Office Unit (206)	1,069	873.36	785	678.22	30	27.47	1,884	1,579.06
Technical Unit (207)	432	288.63	142	127.80	14	13.42	588	429.85
Totals	2,075	1,637.50	1,424	1,255.91	44	40.89	3,543	2,934.30

Bargaining Units Represented by Minnesota Nurses Association (MNA)

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

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Classified MNA	5	3.14	12	6.84			17	9.98
Totals	5	3.14	12	6.84	0	0.00	17	9.98

Bargaining Units Represented by Minnesota Government Engineers Council (MGEC)

MGEC represents professional engineers and engineering specialists.

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Classified MGEC			6	5.56			6	5.56
Totals	0	0.00	6	5.56	0	0.00	6	5.56

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

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

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>			
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>		
Classified MAPE			345	306.33	274	241.53	133	128.81	752	676.68
Unclassified MnSCU Program Directors			435	347.75			24	21.99	459	369.73
Unclassified Customized Training Representatives			147	127.74					147	127.74
Totals			927	781.82	274	241.53	157	150.79	1,358	1,174.14

Bargaining Units Represented by MMA

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

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Classified MMA	133	120.19	109	103.91	14	14.00	256	238.10
Unclassified MMA	125	113.99			1	1.00	126	114.99
Totals	258	234.18	109	103.91	15	15.00	382	353.09

Employees Covered by the Commissioner's and Managerial Plan

There are some classified and unclassified confidential employees in Unit 217 who 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 Unit 213, 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.

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Classified Commissioner's Plan	102	92.21	51	48.73	27	24.37	180	165.31
Unclassified Commissioner's Plan	1	0.63			6	6.00	7	6.63
Health Treatment Professionals	4	0.09	5	2.25			9	2.34
Managerial Plan	7	7.00	9	8.12	10	9.59	26	24.71
Totals	114	99.93	65	59.10	43	39.96	222	198.98

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.

Most vacant positions are filled through a direct selection process, usually from the local area.

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>	<i>Count</i>	<i>FTE</i>
Non-bargaining faculty	1,033	66.23	366	47.26			1,399	113.49
Non-bargaining staff	260	30.36	22	3.76			282	34.12
Totals	1,293	96.59	388	51.02	0	0.00	1,681	147.61

Grand Total of Bargaining Unit Employees & Employee Groups

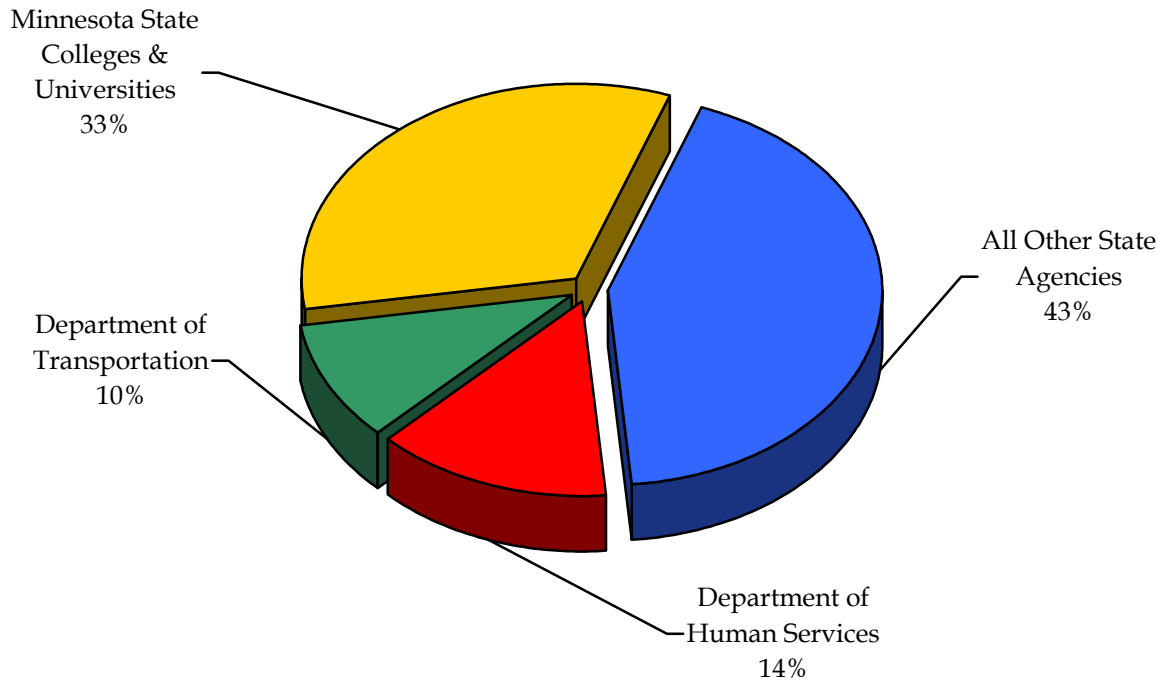
For any employer, the number of employees actively working varies from week to week and month to month. This is particularly true for employers with "seasonal" work cycles, such as institutions of higher education. An effort has been made to collect the data for these annual demographic reports at the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

As of March 1, 2004, the total number by FTE and headcount of Minnesota State Colleges & Universities bargaining unit employees and employee groups, by type of institution, is shown below:

	<i>State Colleges</i>		<i>State Universities</i>		<i>Office of the Chancellor</i>		<i>Totals</i>	
	<i>Count</i>	<i>FTE*</i>	<i>Count</i>	<i>FTE*</i>	<i>Count</i>	<i>FTE*</i>	<i>Count</i>	<i>FTE*</i>
Total number of bargaining unit and employee plan employees	8,622	6,416.44	5,859	4,484.00	317	303.06	14,798	11,203.50
Total number of non-bargaining unit employees	1,293	96.59	388	51.02	0	0.00	1,681	147.61
Totals	9,915	6,513.03	6,247	4,535.02	317	303.06	16,479	11,351.11

*See note on page 5.

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



*By Employee Headcount

Minnesota State Colleges & Universities is by far the single largest state agency, when compared to the next two largest state agencies, Department of Transportation and Department of Human Services.

While there has been a reduction in the Minnesota State Colleges & Universities workforce, the increase in size as compared to all other state government is a result of much larger reductions in other state agencies.

Breakdown of Employees by Age & Bargaining Unit/Employee Group

<i>Frequency Distribution by Age by Bargaining Unit/Employee Group</i>							
<i>FY2004</i>							
	<i>Age Category</i>						<i>Grand Total</i>
	<i>24 and Under</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>	<i>55-64</i>	<i>65 and Older</i>	
AFSCME - 202	0	8	49	112	84	8	261
AFSCME - 203	30	64	159	297	205	43	798
AFSCME - 204	0	1	3	3	4	1	12
MNA - 205	0	0	3	6	7	1	17
AFSCME - 206	36	199	395	765	446	43	1,884
AFSCME - 207	24	95	124	213	118	14	588
IFO - 209	4	321	725	1,102	944	162	3,258
MSCF- - 210	6	523	1,137	1,799	1,314	145	4,924
MSUAASF - 211	7	147	148	164	104	5	575
MAPE - 214	21	306	370	441	208	12	1,358
MMA - 216	1	24	92	155	105	5	382
Commissioner's Plan - 217	1	14	58	77	36	1	187
Health Treatment Professionals - 213	0	1	2	3	2	1	9
Classified Managers - 220	0	1	8	6	11	0	26
MnSCU Admin - 220	0	12	84	202	197	18	513
Mn Gov't Engineers Council - 212	0	1	3	2	0	0	6
Totals:	130	1,717	3,360	5,347	3,785	459	14,798
% of Total:	1%	12%	23%	36%	26%	3%	

The age distribution chart in the demographic report shows the age grouping along with the percentage of each age grouping to the total number of employees. More than 63% of Minnesota State College and University's workforce falls 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 46 and the average age for Minnesota State College & University faculty member is 47. 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.

While this is expected in the faculty units, it is important to note that AFSCME BU 206 (clerical), which includes the clerical classifications has a large group falling in the range of 45 years of age and older. This is not a huge concern at this time.

Retirements by Select Employee Groups

<i>Retirements - Faculty/Administrators FY2002 - FY2004</i>									
<i>Employee Groups</i>	<i>FY2002</i>			<i>FY2003</i>			<i>FY2004 Retirements (estimated)</i>		
	<i>Age 55+</i>	<i>Retirements</i>	<i>%</i>	<i>Age 55+</i>	<i>Retirements</i>	<i>%</i>	<i>Age 55+</i>	<i>(estimated)</i>	<i>%</i>
IFO	864	38	4.40%	909	41	4.51%	1,106	41	3.71%
MSCF	1,102	89	8.08%	1,246	70	5.62%	1,455	61	4.19%
MSUAASF	72	5	6.94%	92	5	5.43%	109	10	9.17%
Unclassified MAPE/MMA	109	5	4.59%	117	8	6.84%	130	6	4.62%
Administrators	177	15	8.47%	212	9	4.25%	215	11	5.12%
Totals:	2,324	152	7%	2,576	133	5%	3,015	129	4%

The percentages of retirements each fiscal year since merger has been 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) value of their retirement portfolio may be down due to stock market volatility.

Average Age of Retirees by Select Employee Groups

<i>Average Age of Retirees by Select Employee Groups FY2002 - FY2004</i>								
<i>Employee Groups</i>	<i>FY2002</i>		<i>FY2003</i>		<i>Fy2004</i>		<i>3-Year Average</i>	
	<i># of Retirees</i>	<i>Average Age</i>	<i># of Retirees</i>	<i>Average Age</i>	<i># of Retirees</i>	<i>Average Age</i>	<i># of Retirees</i>	<i>Age</i>
IFO	38	62.84	41	64.63	41	62.58	40	63.35
MSCF	89	62.51	70	61.52	61	61.25	73	61.76
MSUAASF	5	60.40	5	61.90	10	60.98	7	61.09
Unclassified MAPE/MMA	5	62.20	8	62.76	6	64.15	6	63.04
Administrators	15	63.27	9	59.97	11	61.37	12	61.54

The "Rule of 90" does not seem to be a major factor in retirement decisions. Most work beyond the "rule of 90" threshold. The average age at time of retirement went up in all of the administrative/faculty bargaining units.

The Annuitant Employment Program allows a retired faculty member to return to work on a part-time basis. This program has 46 participants at the state colleges and 98 participants at the state universities. The Phased Retirement Program allows a faculty member to reduce their workload in the academic years prior to their actual retirement date. In this program there are 33 participants at the state colleges and 7 participants at the state universities.

Potential Faculty and Administrator Retirements

The next table shows retirement eligibility. For this table, eligibility is defined as fifty-five (55) years of age with fifteen (15) years of service. The eligibility is based only on State of Minnesota service and does not include any local city or county government service. This means that the number of employees eligible to retire over the next 4 years could be higher.

<i>Bargaining Unit</i>	<i>Eligible to Retire</i>								
	<i>FY2004 Headcount</i>	<i>FY2004</i>		<i>FY2005</i>		<i>FY2006</i>		<i>FY2007</i>	
		<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>
IFO	3,258	694	21%	793	24%	921	28%	1,050	32%
MSCF	4,924	791	16%	949	19%	1,105	22%	1,245	25%
MSUAASF	575	79	14%	95	17%	109	19%	121	21%
Unclassified MAPE/MMA	732	63	9%	78	11%	94	13%	120	16%
Administrators	513	127	25%	147	29%	164	32%	183	36%
Totals:	10,002	1,754	18%	2,062	21%	2,393	24%	2,719	27%

Employee Separation Statistics

Currently, there is no state definition of turnover/separations. We have decided that temporary, emergency and fixed term appointments will not going to be counted in the separation statistics. For purposes of the Demographic Report, turnover will be 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. This year's date is March 1, 2004.

<i>Separation Statistics FY2003 and 2004</i>						
<i>Bargaining Units</i>	<i>FY2003</i>			<i>FY2004</i>		
	<i>Unit</i>	<i>Separations</i>	<i>%</i>	<i>Unit</i>	<i>Separations</i>	<i>%</i>
AFSCME - 202	257	14	5.45%	261	17	6.51%
AFSCME - 203	812	74	9.11%	798	87	10.90%
AFSCME - 204	12	0	0.00%	12	0	0.00%
MNA - 205	20	2	10.00%	17	4	23.53%
AFSCME - 206	1,953	188	9.63%	1,884	181	9.61%
AFSCME - 207	596	63	10.57%	588	93	15.82%
IFO - 209	2,875	159	5.53%	3,258	191	5.86%
MSCF - 210	4,493	330	7.34%	4,924	386	7.84%
MSUAASF - 211	564	54	9.57%	575	47	8.17%
MAPE - 214	1,319	150	11.37%	1,358	109	8.03%
MMA - 216	374	27	7.22%	382	24	6.28%
Health Trmt Prof/Comm. Plan - 213/217	238	11	4.62%	196	10	5.10%
Mn Engineers Council - 212	5	0	0.00%	6	0	0.00%
Classified Managers/ Administrators - 220	549	45	8.20%	539	36	6.68%
Totals:	14,067	1,117	7.94%	14,798	1,185	8.01%

Ethnicity Data 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 and we have 2% of faculty and 1% of staff/administrators that don't report their racial/ethnic status. Therefore, the actual percentages may be higher than you see in these charts.

FY		African American	Asian/Pacific Islander	Hispanic	Native American	Total Faculty of Color	Total # of Faculty that reported Racial/Ethnic Status	Grand Total Faculty	Faculty of Color as a % of Total that reported Racial/Ethnic Status
2002	State College Faculty	99	96	69	65	329	7,354	7,404	4.5%
	State University Faculty*	125	187	83	60	455	4,701	4,793	9.7%
2003	State College Faculty	102	110	77	75	364	7,794	7,850	4.7%
	State University Faculty*	138	204	78	59	479	4,898	5,008	9.8%
2004	State College Faculty	134	112	77	87	410	8,440	8,495	4.9%
	State University Faculty*	147	214	86	62	509	4,917	5,028	10.4%

*Includes MSUAASF Administrative Faculty and IFO Teaching Faculty.

FY		African American	Asian/Pacific Islander	Hispanic	Native American	Total Staff/Admin of Color	Total # of Staff/Admin that reported Racial/Ethnic Status	Grand Total Faculty	Staff/Admin of Color as a % of Total that reported Racial/Ethnic Status
2002	State College Staff/Admin	88	57	31	61	237	3,562	3,589	6.7%
	State University Staff/Admin	22	23	19	20	84	2,105	2,108	4.0%
	Office of the Chancellor	13	7	5	0	25	304	304	8.2%
2003	State College Staff/Admin	99	70	35	64	268	3,825	3,841	7.0%
	State University Staff/Admin	24	24	22	20	90	2,121	2,126	4.2%
	Office of the Chancellor	12	7	7	0	26	304	304	8.6%
2004	State College Staff/Admin	115	88	45	66	314	3,982	3,994	7.9%
	State University Staff/Admin	26	21	21	18	86	2,117	2,129	4.1%
	Office of the Chancellor	12	8	4	0	24	317	317	7.6%

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

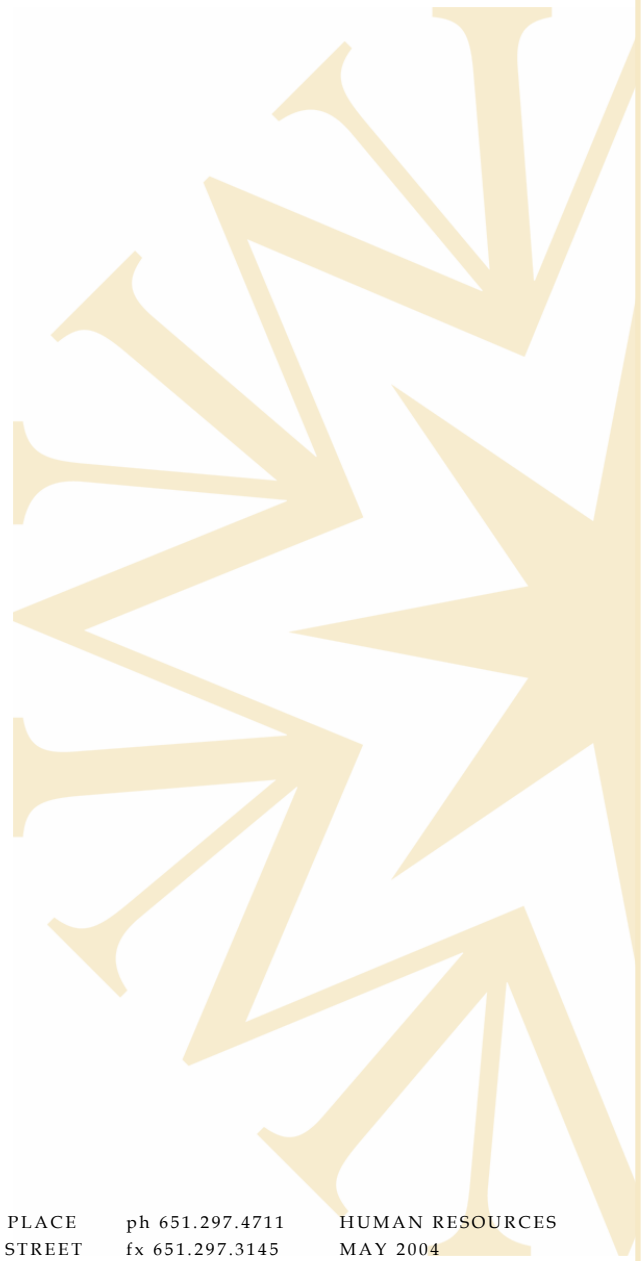


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