



Minnesota State Colleges & Universities

# Demographic Report

April 2002

This report changes with each release because of refinements in data collection and analysis as well as responses to new issues raised by the users. This data is extracted from the MnSCU SCUPPS System, which is maintained by the campuses. We caution users not to make comparisons to data contained in previous editions of the report. We also invite users to submit questions and ideas for our consideration to: Karen Cejka, HR Research Director, MnSCU Office of the Chancellor, 500 World Trade Center, 30 East Seventh Street, St. Paul, MN 55101.

Minnesota State Colleges and Universities  
*Bargaining Units and Employee Groups*  
April 2002

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***Section I: Employee Bargaining Units and Employee Groups***

The State executive branch, and therefore MnSCU, is covered by the provisions of Minn. Stat. ch. 179A, the Minnesota Public Employment Labor Relations Act (PELRA). This statute defines seventeen (17) bargaining units for executive branch employees. Each of these units is represented by a union certified as the exclusive representative for that unit. MnSCU 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 Community College Instructional unit (*formerly MCCFA*)
- 224 Technical College Instructional unit (*formerly UTCE*)

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

- 211 State University Administrative 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 Minn. Stat. ch. 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

### ***Grand Total of MnSCU Bargaining Unit Employees and 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 27, 2002, the total number of MnSCU bargaining unit employees, by type of institution, is shown below:

<b>Employee Bargaining Unit</b>	<b>Community Colleges</b>	<b>Consolidated Colleges</b>	<b>Technical Colleges</b>	<b>State Universities</b>	<b>Office of the Chancellor</b>	<b>Grand Totals</b>
<b>Totals:</b>	2162	4774	3827	6103	324	<b>17190</b>

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*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

## Section 2: Classified Employees

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 MnSCU. Each contract contains a MnSCU supplemental agreement, which covers issues unique to the MnSCU campuses and is negotiated under the leadership of MnSCU with consultative assistance from DOER.

Most vacant positions are filled from lists of candidates determined eligible 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 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.

The number of employees in each unit, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
AFSCME																		
202	20	0	20	42	2	44	38	3	41	149	1	150	0	0	0	249	6	255
203	84	28	112	153	41	194	107	74	181	309	25	334	0	0	0	653	168	821
204	0	0	0	0	2	2	2	0	2	2	6	8	0	0	0	4	8	12
206	145	114	259	299	198	497	313	78	391	624	174	798	30	2	32	1411	566	1977
207	32	66	98	62	135	197	50	97	147	128	26	154	14	0	14	286	324	610
<b>Total</b>	<b>281</b>	<b>208</b>	<b>489</b>	<b>556</b>	<b>378</b>	<b>934</b>	<b>510</b>	<b>252</b>	<b>762</b>	<b>1212</b>	<b>232</b>	<b>1444</b>	<b>44</b>	<b>2</b>	<b>46</b>	<b>2603</b>	<b>1072</b>	<b>3675</b>

*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

***Bargaining Unit Represented by MNA***

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

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Classified MNA 205	1	1	2	0	4	4	0	1	1	3	9	12	0	0	0	4	15	19

***Bargaining Units Represented by MAPE***

MAPE represents general professional positions such as computer-related professionals and accounting professionals.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Classified MAPE 214	71	13	84	101	18	119	111	24	135	210	47	257	115	16	131	608	118	726

***Bargaining Units Represented by MMA***

MMA represents supervisory positions such as accounting supervisors, computer-related supervisors, building maintenance supervisors, and clerical supervisors.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Classified MMA 216	40	2	42	46	3	49	48	5	53	102	3	105	12	1	13	248	14	262

*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

***Employees Covered by the Commissioner's and Managerial Plan***

There are some classified confidential employees in Unit 217 who are governed by the Commissioner's Plan defined in Minn. Stat. ch. 43A promulgated by DOER. 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 Minn. Stat. ch. 43A promulgated by DOER.

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Classified Comm. Plan																		
217 Health Trmt Prof	23	3	26	38	2	40	31	5	36	51	2	53	24	4	28	<b>167</b>	<b>16</b>	<b>183</b>
213 Mgr. Plan	0	0	0	0	2	2	0	0	0	1	4	5	0	0	0	<b>1</b>	<b>6</b>	<b>7</b>
220	1	0	1	2	0	2	4	0	4	7	1	8	12	1	13	<b>26</b>	<b>2</b>	<b>28</b>
<b>Total</b>	<b>24</b>	<b>3</b>	<b>27</b>	<b>40</b>	<b>4</b>	<b>44</b>	<b>35</b>	<b>5</b>	<b>40</b>	<b>59</b>	<b>7</b>	<b>66</b>	<b>36</b>	<b>5</b>	<b>41</b>	<b>194</b>	<b>24</b>	<b>218</b>

*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

### Section 3: Academic Unclassified Employees

Most unclassified positions have their terms and conditions of employment established in the collective bargaining agreement between their exclusive representative and the State of Minnesota. MnSCU negotiates a master agreement with each representative with consultative assistance provided by DOER. The remaining academic unclassified positions are covered by either the Commissioner's Plan, MAPE, MMA, or the MnSCU Administrators Plan.

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 IFO*

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

The number of employees is shown below:

Employee Bargaining Unit	State Universities				Grand Totals	
	Tenured/Tenure Track	Non-Tenure Track	Fixed Term	Adjunct		
IFO (209)						%
Professor	830	2	1	0	833	27%
Associate Professor	471	13	17	0	501	16%
Assistant Professor	536	20	223	0	779	25%
Instructor	4	1	230	0	235	8%
Adjunct	0	0	0	718	718	23%
<b>Total</b>	<b>1841</b>	<b>60%</b>	<b>36</b>	<b>1%</b>	<b>471</b>	<b>15%</b>
					<b>718</b>	<b>23%</b>
					<b>3066</b>	

#### *Bargaining Unit Represented by MSCF*

Community College Faculty (BU 210) includes faculty, counselors, and librarians at the community colleges, as well as community college faculty and librarians at the consolidated colleges.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges	Consolidated Colleges	Grand Total
Community College Faculty (210)			
Unlimited Full-time	589	566	1155
Unlimited Part-time	17	20	37
Temporary Full-time	25	26	51
Temporary Part-time	493	449	942
<b>Total</b>	<b>1124</b>	<b>1061</b>	<b>2185</b>

*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.



Technical College Faculty (BU 224) includes faculty, counselors, and librarians in the technical colleges, as well as technical college faculty and counselors 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.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Consolidated Colleges	Technical Colleges	Grand Total
Technical College Faculty (224)			
Unlimited Full-time	657	973	<b>1630</b>
Unlimited Part-time	146	215	<b>361</b>
All Other Part-time/Adjunct	119	225	<b>344</b>
Customized Training Faculty	15	34	<b>49</b>
<b>Total</b>	<b>937</b>	<b>1447</b>	<b>2384</b>

***Bargaining Unit Represented by MSUAASF***

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

The number of employees is shown below:

Employee Bargaining Unit	State Universities		Grand Totals
	FT	PT	
MSUAASF			
211	491	45	536

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*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

***Bargaining Units Represented by MAPE***

The unclassified professional positions represented by MAPE are generally in academic and academic support programs in community and technical colleges, including financial aid directors, minority student advocates, equity coordinators, student activity coordinators, and customized training representatives.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Unclassified MAPE (214)																		
Prog Dirs	74	44	118	113	81	194	71	28	99	0	0	0	15	5	20	273	158	431
Cust Trng Reprs	13	3	16	45	24	69	53	22	75	0	0	0	0	0	0	111	49	160
<b>Totals:</b>	<b>87</b>	<b>47</b>	<b>134</b>	<b>158</b>	<b>105</b>	<b>263</b>	<b>124</b>	<b>50</b>	<b>174</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>421</b>	<b>190</b>	<b>591</b>

***Bargaining Unit Represented by MMA***

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

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Unclassified MMA																		
216	12	1	13	58	10	68	30	3	33	0	0	0	1	0	1	101	14	115

*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

***Employees Covered by the Commissioner's Plan***

Positions in the Commissioner's Plan include "confidential" employees as defined in Minn. Stat. ch. 179A, and examination monitors, which are employed on an intermittent basis.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total	FT Unl	Other Appts	Total
Unclassified Comm Plan 217	0	0	0	1	68	69	0	0	0	0	0	0	5	0	5	6	68	74

***Employees Covered by the MnSCU Administrators Plan***

The positions in the MnSCU Administrators Plan are unclassified positions that are defined as managerial by Minn. Stat. ch. 43A. The positions are presidents, vice-presidents, deans and other managers in academic and academic support programs.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges			Consolidated Colleges			Technical Colleges			State Universities			Office of the Chancellor			Grand Totals		
	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Total
MnSCU Admin Plan 220	73	2	75	130	0	130	114	3	118	131	1	132	66	1	67	514	7	522

*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

## Section 4: 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 Minn. Stat. ch. 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 MnSCU college/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.

The number of employees, by type of institution, is shown below:

Employee Bargaining Unit	Community Colleges	Consolidated Campuses	Technical Colleges	State Universities	Office of the Chancellor	Grand Totals
Non-unit (218)						
Faculty	121	730	920	383	0	2154
Non-Faculty	51	366	144	102	0	663
<b>Total</b>	<b>172</b>	<b>1096</b>	<b>1064</b>	<b>485</b>	<b>0</b>	<b>2817</b>

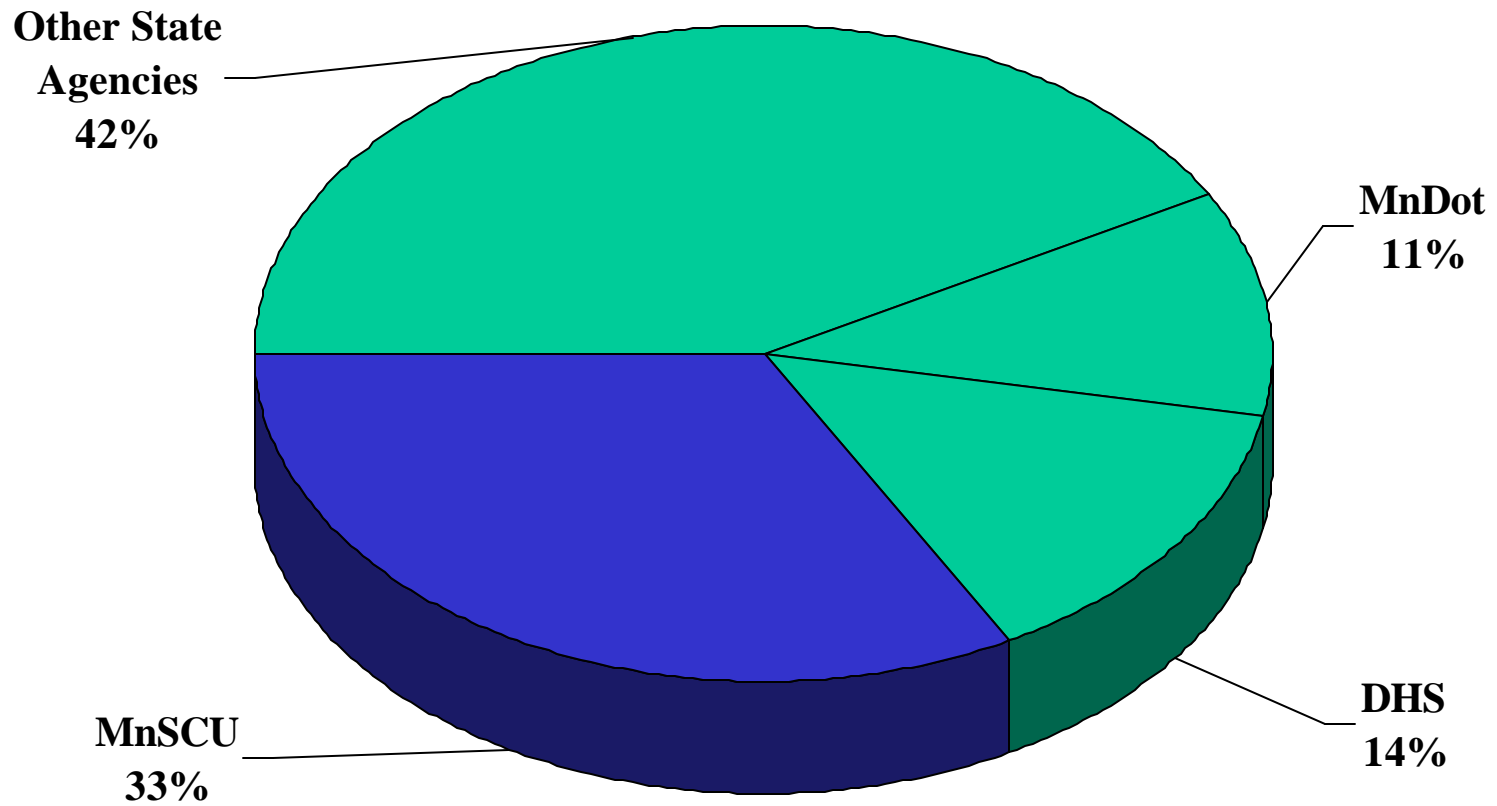
Data Source: MnSCU HR Oracle Database (SCUPPS)

Prepared by: MnSCU Personnel Office

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*Note:* Other Appointments include part-time unlimited, part-time temporary, part-time emergency, part-time seasonal, full-time temporary, full-time emergency, full-time seasonal, intermittent unlimited, intermittent emergency, intermittent temporary and intermittent seasonal. Some units include both classified and unclassified employees. They are reported separately.

# State of Minnesota Government Workforce FY2002

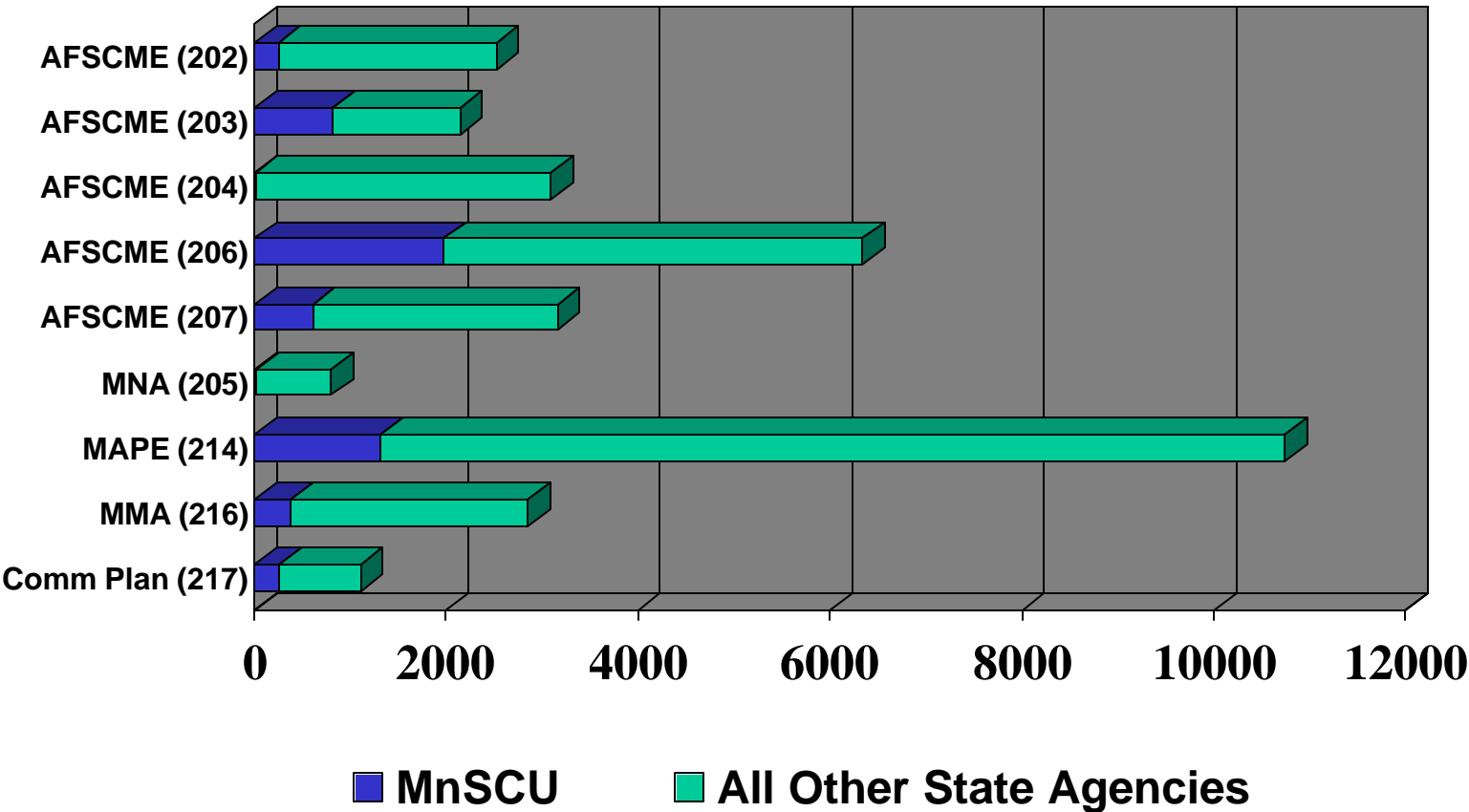


Source: DOER Website and MnSCU Hr Oracle Database, March 27, 2002

# State of Minnesota Workforce

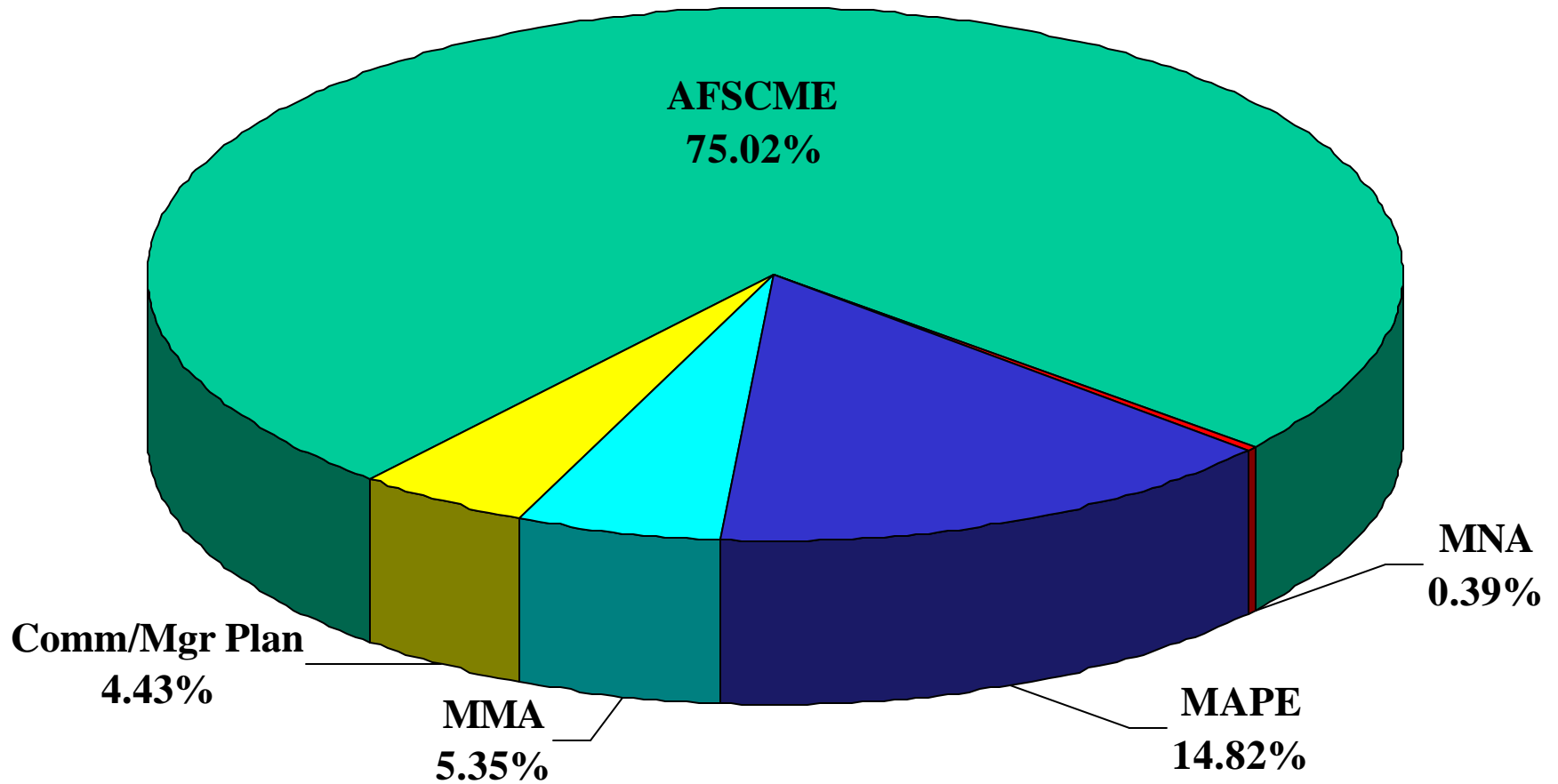
## *Classified Employees*

### FY2002



Source: DOER SEMA4 Payroll System, March 2002

# Minnesota State Colleges And Universities *Classified Employees* FY 2002

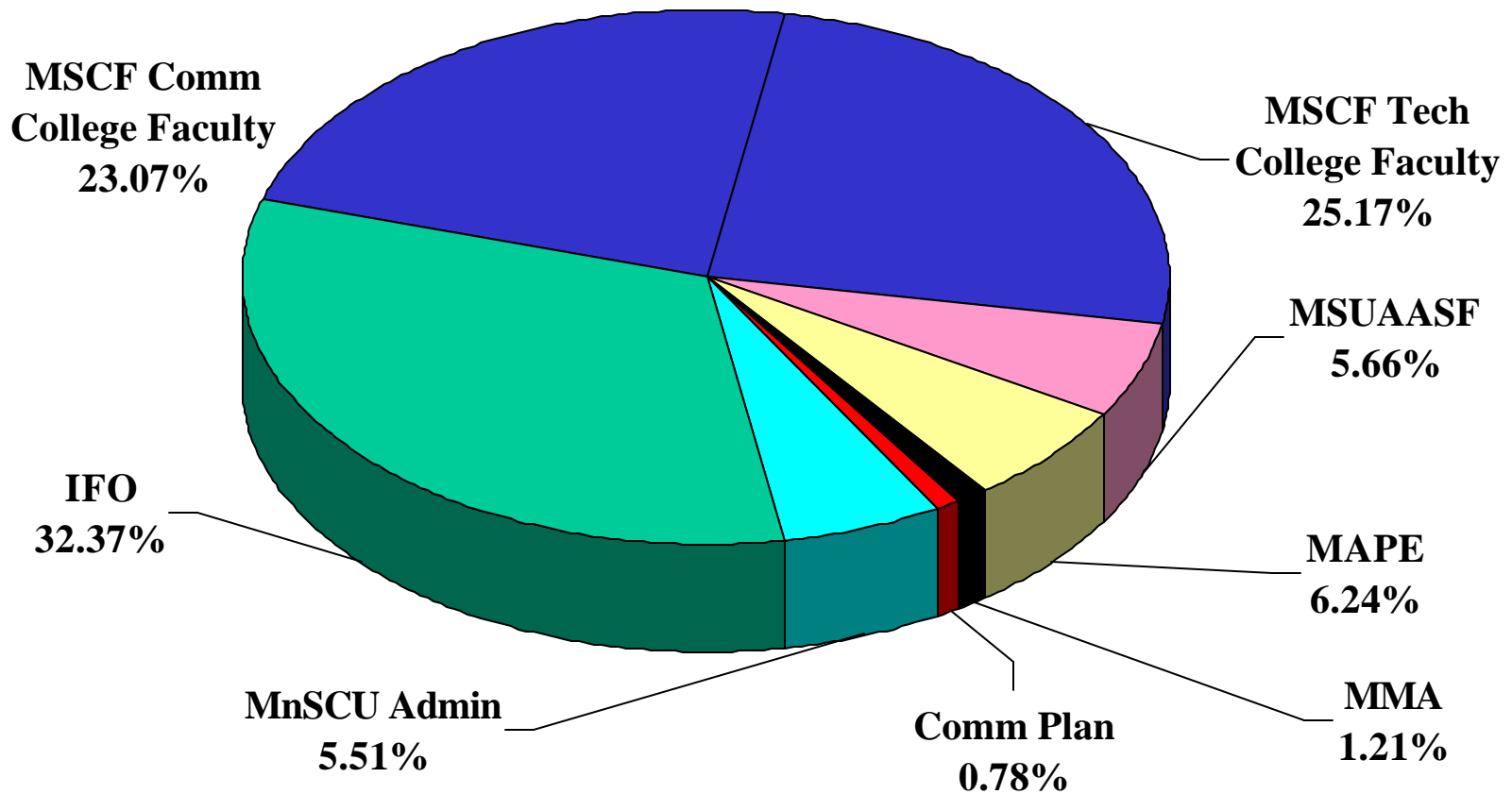


Source: MnSCU HR Oracle Database (SCUPPS), March 27, 2002

# Minnesota State Colleges And Universities

## *Academic Unclassified Employees*

### FY 2002





<b>Minnesota State Colleges and Universities Frequency Distribution by Age by Bargaining Unit FY2002</b>							
	<b>Age Category</b>						<b>Grand Total</b>
	<b>24 and Under</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65 and Older</b>	
<b>AFSCME - 202</b>	1	7	69	105	71	2	255
<b>AFSCME - 203</b>	33	76	221	290	172	29	821
<b>AFSCME - 204</b>	0	0	3	6	2	1	12
<b>MNA - 205</b>	1	0	3	4	10	1	19
<b>AFSCME - 206</b>	74	230	523	763	358	29	1977
<b>AFSCME - 207</b>	27	99	156	224	91	13	610
<b>IFO - 209</b>	9	318	749	1173	725	92	3066
<b>MSCF-Comm College Faculty - 210</b>	6	282	568	803	489	47	2195
<b>MSCF-Tech College Faculty - 224</b>	8	242	631	991	501	38	2411
<b>MSUAASF - 211</b>	18	138	145	164	70	1	536
<b>MAPE - 214</b>	52	322	372	434	128	9	1317
<b>MMA - 216</b>	1	24	98	173	79	2	377
<b>Comm. Plan - 217 Classified Managers-220 Health Trtmt Prof-213</b>	10	62	96	97	24	3	292
<b>MnSCU Admin - 220</b>	0	13	95	252	161	1	522
<b>Total:</b>	240	1813	3729	5479	2881	268	14410
<b>% of Total:</b>	2%	13%	26%	38%	20%	2%	

## Minnesota State Colleges and Universities

### Separation Statistics

FY1996 - FY2001

Bargaining Units	FY1996			FY1997			FY1998			FY1999			FY2000			FY2001		
	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%
AFSCME - 202	245	6	2%	255	10	3.92%	231	11	4.76%	229	6	2.62%	254	8	3.15%	277	9	3.25%
AFSCME - 203	870	68	8%	855	83	9.71%	741	65	8.77%	737	32	4.34%	797	77	9.66%	875	83	9.49%
AFSCME - 204	16	3	19%	13	1	7.69%	13	1	7.69%	13	0	0.00%	12	0	0.00%	14	3	21.43%
MNA - 205	25	2	8%	21	0	0.00%	18	3	#####	19	1	5.26%	20	0	0.00%	20	3	15.00%
AFSCME - 206	2242	156	7%	2217	173	7.80%	1834	181	9.87%	1900	159	8.37%	2033	182	8.95%	2137	176	8.24%
AFSCME - 207	556	59	11%	556	56	#####	490	61	#####	524	25	4.77%	601	66	#####	653	80	12.25%
IFO - 209	2994	151	5%	3009	120	3.99%	2764	133	4.81%	2914	128	4.39%	3222	123	3.82%	3278	138	4.21%
MSCF - Comm College Faculty - 210	2252	40	2%	2202	47	2.13%	2003	106	5.29%	1948	126	6.47%	2110	83	3.93%	2105	87	4.13%
MSCF - Tech College Faculty - 224	2412	140	6%	2463	179	7.27%	2227	154	6.92%	2637	214	8.12%	2688	160	5.95%	2648	194	7.33%
MSUAASF - 211	479	36	8%	492	49	9.96%	448	36	8.04%	470	51	#####	486	53	#####	560	49	8.75%
MAPE - 214	948	109	11%	911	103	#####	926	88	9.50%	1035	66	6.38%	1201	146	#####	1452	126	8.68%
MMA - 216	308	12	4%	338	24	7.10%	315	28	8.89%	333	16	4.80%	401	24	5.99%	434	25	5.76%
Health Trmt Prof/Comm. Plan - 213/217	269	21	8%	267	11	4.12%	175	16	9.14%	319	8	2.51%	339	14	4.13%	388	18	4.64%
Mgr/MnSCU Admin - 220	522	36	7%	518	49	9.46%	463	57	#####	472	50	#####	542	48	8.86%	617	55	8.91%
<b>Totals:</b>	<b>14138</b>	<b>839</b>	<b>5.93%</b>	<b>14117</b>	<b>905</b>	<b>6.41%</b>	<b>12648</b>	<b>940</b>	<b>7.43%</b>	<b>13550</b>	<b>882</b>	<b>6.51%</b>	<b>14706</b>	<b>984</b>	<b>6.69%</b>	<b>15458</b>	<b>1046</b>	<b>6.77%</b>

## Minnesota State Colleges and Universities

### Separation Statistics

FY1996 - FY2001

Bargaining Units	FY1996			FY1997			FY1998			FY1999			FY2000			FY2001		
	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%	Total in Unit	Total Separations	%
AFSCME - 202	245	6	2%	255	10	3.92%	231	11	4.76%	229	6	2.62%	254	8	3.15%	277	9	3.25%
AFSCME - 203	870	68	8%	855	83	9.71%	741	65	8.77%	737	32	4.34%	797	77	9.66%	875	83	9.49%
AFSCME - 204	16	3	19%	13	1	7.69%	13	1	7.69%	13	0	0.00%	12	0	0.00%	14	3	21.43%
MNA - 205	25	2	8%	21	0	0.00%	18	3	#####	19	1	5.26%	20	0	0.00%	20	3	15.00%
AFSCME - 206	2242	156	7%	2217	173	7.80%	1834	181	9.87%	1900	159	8.37%	2033	182	8.95%	2137	176	8.24%
AFSCME - 207	556	59	11%	556	56	#####	490	61	#####	524	25	4.77%	601	66	#####	653	80	12.25%
IFO - 209	2994	151	5%	3009	120	3.99%	2764	133	4.81%	2914	128	4.39%	3222	123	3.82%	3278	138	4.21%
MSCF - Comm College Faculty - 210	2252	40	2%	2202	47	2.13%	2003	106	5.29%	1948	126	6.47%	2110	83	3.93%	2105	87	4.13%
MSCF - Tech College Faculty - 224	2412	140	6%	2463	179	7.27%	2227	154	6.92%	2637	214	8.12%	2688	160	5.95%	2648	194	7.33%
MSUAASF - 211	479	36	8%	492	49	9.96%	448	36	8.04%	470	51	#####	486	53	#####	560	49	8.75%
MAPE - 214	948	109	11%	911	103	#####	926	88	9.50%	1035	66	6.38%	1201	146	#####	1452	126	8.68%
MMA - 216	308	12	4%	338	24	7.10%	315	28	8.89%	333	16	4.80%	401	24	5.99%	434	25	5.76%
Health Trmt Prof/Comm. Plan - 213/217	269	21	8%	267	11	4.12%	175	16	9.14%	319	8	2.51%	339	14	4.13%	388	18	4.64%
Mgr/MnSCU Admin - 220	522	36	7%	518	49	9.46%	463	57	#####	472	50	#####	542	48	8.86%	617	55	8.91%
<b>Totals:</b>	<b>14138</b>	<b>839</b>	<b>5.93%</b>	<b>14117</b>	<b>905</b>	<b>6.41%</b>	<b>12648</b>	<b>940</b>	<b>7.43%</b>	<b>13550</b>	<b>882</b>	<b>6.51%</b>	<b>14706</b>	<b>984</b>	<b>6.69%</b>	<b>15458</b>	<b>1046</b>	<b>6.77%</b>

As of March 27, 2002

## Minnesota State Colleges and Universities

### Retirements - Faculty/Administrators

FY1996 - FY2002

Employee Groups	FY1996			FY1997			FY1998			FY1999			FY2000			FY2001			FY2002		
	Age 55+	Retirements	%	Age 55+	Retirements	%	Age 55+	Retirements	%	Age 55+	Retirements <sup>1</sup>	%	Age 55+	Retirements	%	Age 55+	Retirements	%	Age 55+	Retirements (estimated)	%
<b>IFO</b>	804	90	11%	800	65	8%	843	95	11%	880	74	8.41%	923	70	7.58%	910	65	7.14%	864	65	7.52%
<b>MSCF-Comm College Faculty</b>	280	37	13%	519	50	10%	542	62	11%	555	95	17.12%	567	51	8.99%	543	69	12.71%	527	65	12.33%
<b>MSCF-Tech College Faculty</b>	373	35	9%	570	72	13%	605	56	9%	621	69	11.11%	611	58	9.49%	656	61	9.30%	575	55	9.57%
<b>MSUAASF</b>	66	6	9%	66	9	14%	63	6	10%	64	11	17.19%	70	9	12.86%	74	9	12.16%	72	8	11.11%
<b>Unclassified MAPE/MMA</b>	69	9	13%	110	6	5%	108	8	7%	117	2	1.71%	119	3	2.52%	118	4	3.39%	109	3	2.75%
<b>MnSCU Admin</b>	104	17	16%	140	10	7%	152	24	16%	154	21	13.64%	167	19	11.38%	192	29	15.10%	177	25	14.12%
<b>Totals:</b>	<b>1696</b>	<b>194</b>	<b>11%</b>	<b>2205</b>	<b>212</b>	<b>10%</b>	<b>2313</b>	<b>251</b>	<b>11%</b>	<b>2391</b>	<b>272</b>	<b>11%</b>	<b>2457</b>	<b>210</b>	<b>9%</b>	<b>2493</b>	<b>237</b>	<b>10%</b>	<b>2324</b>	<b>221</b>	<b>10%</b>

faculty\_administrators retirement fy96 to fy02.xls(kjc)  
 Source: MnSCU HR Oracle Database (SCUPPS)  
 Prepared by: MnSCU Personnel Office

<sup>1</sup> With the Unclassified Retirements, numbers reflect the impact of the TRA Money Purchase plan.

**Minnesota State Colleges and Universities**  
*Average Age of Retirees by Select Employee Groups*  
 FY1996 - FY2001

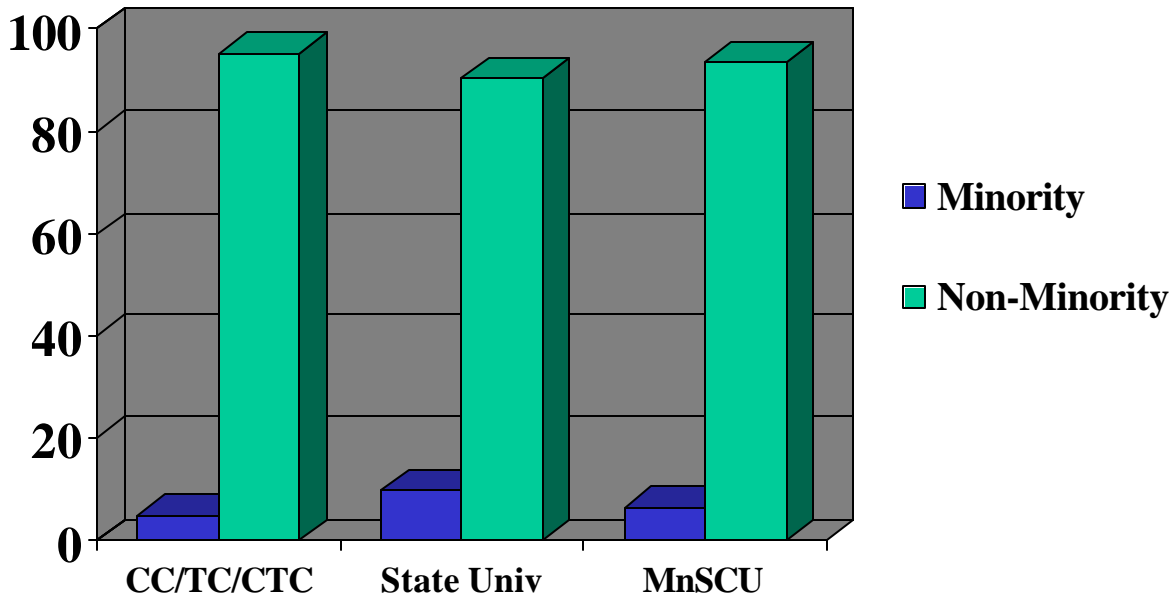
Employee Groups	FY1997		FY1998		FY1999		FY2000		FY2001		5-Year Average	
	# of Retirees	Average Age	# of Retirees	Average Age	# of Retirees	Average Age	# of Retirees	Average Age	# of Retirees	Average Age	# of Retirees	Average Age
IFO	65	62.18	95	62.38	74	63.51	71	62.44	68	61.44	75	62.39
MSCF-Comm College Faculty	50	60.78	62	60.21	95	62.04	51	61.43	55	61.6	63	61.21
MSCF-Tech College Faculty	72	59.60	56	60.43	69	61.44	58	61.22	83	60.42	68	60.62
MSUAASF	9	59.22	6	59.83	11	59.95	9	59.78	8	59.88	9	59.73
Unclassified MAPE/MMA	6	62.83	8	63.00	2	60.25	3	63.67	5	61.6	5	62.27
Managers/ MnSCU Admin	10	59.30	24	60.21	21	59.62	19	61.58	26	60.96	20	60.33

# Minnesota State Colleges & Universities

## Comparison: White & Non-White Faculty

FY2001

Percent



In FY2001, MnSCU's total number of known faculty was 13,338. The total number of faculty of color at all MnSCU institutions was 822 (or 6.2%). Approximately half of all faculty of color are at one of the 11 metro\* institutions. Here's a closer look at MnSCU's faculty of color:

•**CC/TC/CTC:** 4.6% (410)

•**State Universities:** 9.5% (412)

•**MnSCU Overall:** 6.2% (822/13,338)

\*Metro includes community/technical/consolidated colleges and university in the following counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington.

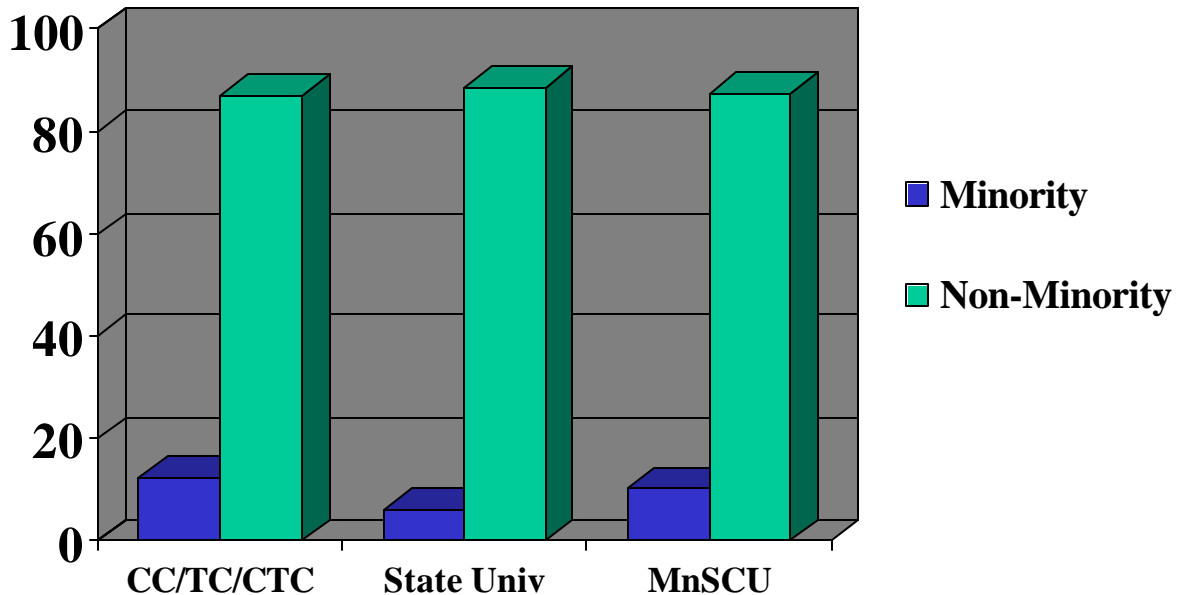
April 4, 2002

# Minnesota State Colleges & Universities

Comparison: White & Non-White Students

FY2001

Percent



In FY2001, MnSCU's total number of known students was 174,905. The total number of students of color at all MnSCU institutions was 18,112 (or 10.4%). Two thirds of all students of color are at one of the 11 metro\* institutions. Here's a closer look at MnSCU's students of color:

- **CC/TC/CTC:** 12.3% (14,559)
- **State Universities:** 6.3% (3,553)
- **MnSCU Overall:** 10.4% (18,112/174,904)

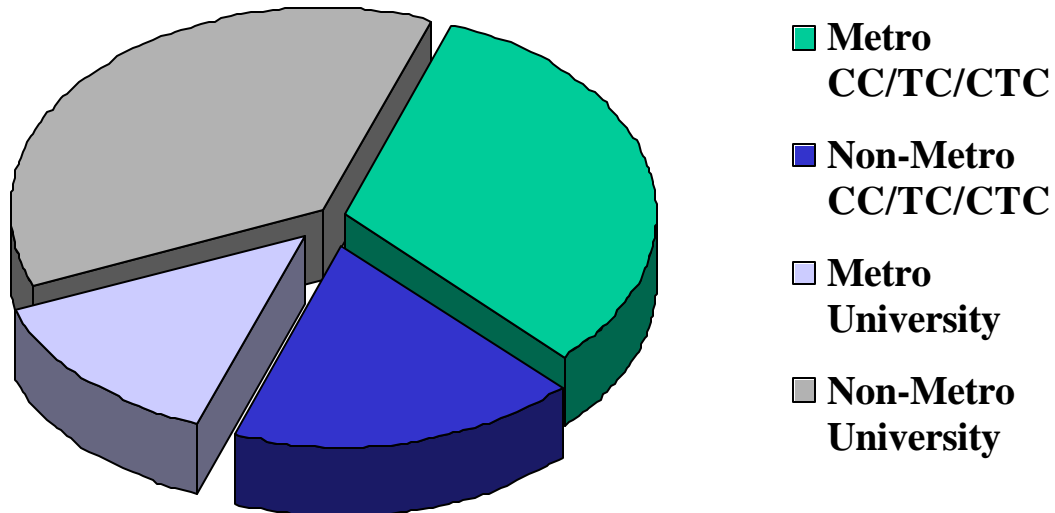
\*Metro includes community/technical/consolidated colleges and university in the following counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington.

April 4, 2002

# Minnesota State Colleges & Universities

## Breakdown: Faculty of Color

FY2001



In FY2001, MnSCU's total number of known faculty was 13,338. The total number of faculty of color at all MnSCU institutions was 822 (or 6.2%). Here's a breakdown of the 822 faculty of color:

- **Metro CC/TC/CTC:** 32%(263)
- **Non-Metro CC/TC/CTC:** 18%(147)
- **Metro State Universities:** 13%(109)
- **Non-Metro State Universities:** 37%(303)

\*Metro includes community/technical/consolidated colleges and university in the following counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington.

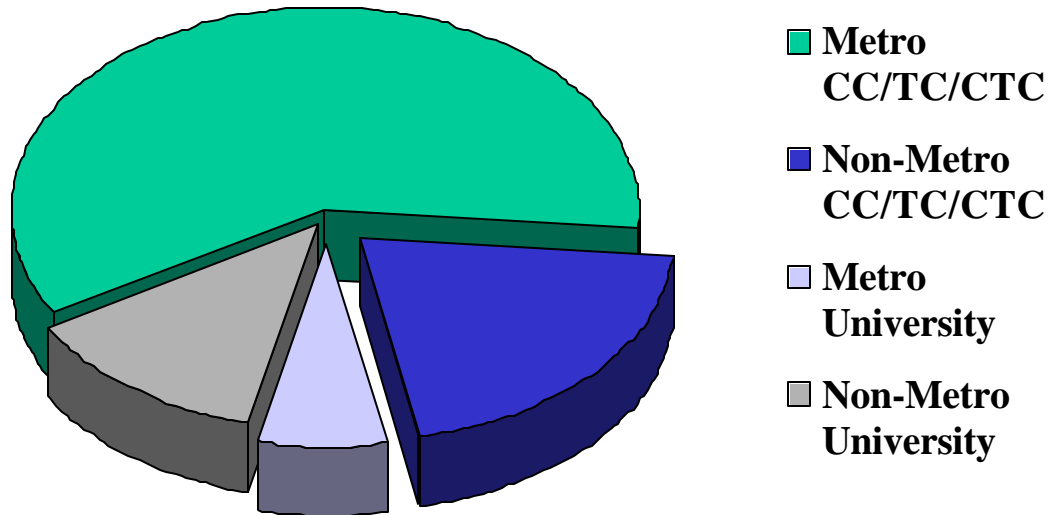
April 4, 2002



# Minnesota State Colleges & Universities

## Breakdown: Students of Color

FY2001



In FY2001, MnSCU's total number of known students was 174,905. The total number of students of color at all MnSCU institutions was 18,112 (or 10.4%). Here's a breakdown of the 18,112 students of color:

- **Metro CC/TC/CTC:** 59.7%(10,804)
- **Non-Metro CC/TC/CTC:** 21.7%(3,755)
- **Metro State Universities:** 6.6%(1,195)
- **Non-Metro State Universities:** 13.0%(2,358)

\*Metro includes community/technical/consolidated colleges and university in the following counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington.

April 4, 2002