

FY2005 Demographic Report

Human Resources

July 2005



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 in operation in Spring 2005.

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 (BRIO). The data used in this report was extracted on March 1, 2005.

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 three (3) fiscal years
- ◆ Employee separations in each of 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 State executive branch and Minnesota State Colleges and Universities are 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 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 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.

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. 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.

	State Universities									
	Tenured/Tenure Track		Non-Tenure Track		Fixed Term		Adjunct		Totals	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Professor	906	876.37	3	4.01	3	2.65			912	883.03
Associate Professor	557	553.17	13	13.65	20	21.25			590	588.07
Assistant Professor	522	517.05	14	13.23	231	221.43			767	751.71
Instructor	2	2.00	1	0.52	204	179.41			207	181.93
Community Faculty							313	51.22	313	51.22
Adjunct Faculty							656	121.79	656	121.79
Totals	1,987	1,948.59	31	31.41	458	424.74	969	173.01	3,445	2,577.75

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Unlimited Full-time	581	544.54	1,497	1,476.17	697	679.96	2,775	2,700.66
Unlimited Part-time	11	4.90	90	58.72	68	43.69	169	107.32
Temporary Full-time	28	27.44	26	25.47	14	12.12	68	65.02
Temporary Part-time/ Adjunct	575	156.97	1,147	291.61	284	59.85	2,006	508.43
Customized Training Faculty			10	1.40	66	27.97	76	29.37
Totals	1,195	733.85	2,770	1,853.37	1,129	823.58	5,094	3,410.80

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Range E*	38	36.01	18	15.16	3	1.11	1	1.00	60	53.28
Range D	69	66.19	15	13.92	4	2.47	16	15.47	104	98.05
Range C	111	103.86	83	70.10	21	13.91	12	10.35	227	198.22
Range B	43	35.11	85	71.47	31	21.56	24	16.83	183	144.97
Range A			1	0.25			4	3.35	5	3.60
Totals	261	241.17	202	170.90	59	39.05	57	47.00	579	498.12

*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	23.97	7	6.49	5	5.00	37	35.46
Other Administrators	294	272.90	138	129.69	53	52.73	485	455.32
Totals	319	296.88	145	136.18	58	57.73	522	490.78

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Craft, Maintenance & Labor Unit (202)	116	105.83	152	143.38			268	249.21
Service Unit (203)	456	371.58	347	313.10			803	684.68
Healthcare Non-Professional Unit (204)	3	2.51	9	5.77			12	8.28
Clerical & Office Unit (206)	1,079	894.29	790	670.48	30	27.58	1,899	1,592.35
Technical Unit (207)	462	302.05	145	131.90	13	12.55	620	446.50
Totals	2,116	1,676.26	1,443	1,264.63	43	40.13	3,602	2,981.02

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Classified MNA	5	3.52	13	6.31			18	9.83
Totals	5	3.52	13	6.31	0	0.00	18	9.83

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Classified MGEC			5	4.10			5	4.10
Totals	0	0.00	5	4.10	0	0.00	5	4.10

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 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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
	Classified MAPE	356	314.56	281	245.06	131	119.39	768
Unclassified MnSCU Program Directors	461	369.77			23	18.85	484	388.62
Unclassified Customized Training Representatives	149	125.74					149	125.74
Totals	966	810.07	281	245.06	154	138.24	1,401	1,193.37

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	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Classified MMA	137	126.85	105	99.98	14	13.80	256	240.63
Unclassified MMA	134	119.64			1	1.00	135	120.64
Totals	271	246.49	105	99.98	15	14.80	391	361.27

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 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.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Classified Commissioner's Plan	102	91.77	59	52.59	26	24.22	187	168.58
Unclassified Commissioner's Plan	1	0.44			7	5.89	8	6.33
Health Treatment Professionals	3	0.16	5	2.45			8	2.61
Managerial Plan	6	6.00	9	8.54	11	11.00	26	25.54
Totals	112	98.37	73	63.58	44	41.11	229	203.06

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.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Non-bargaining faculty	1,454	55.26	411	40.20			1,865	95.46
Non-bargaining staff	383	43.23	118	11.55	1	0.14	502	54.92
Totals	1,837	98.49	529	51.75	1	0.14	2,367	150.38

Grand Total of Bargaining Unit Employees & Employee Groups

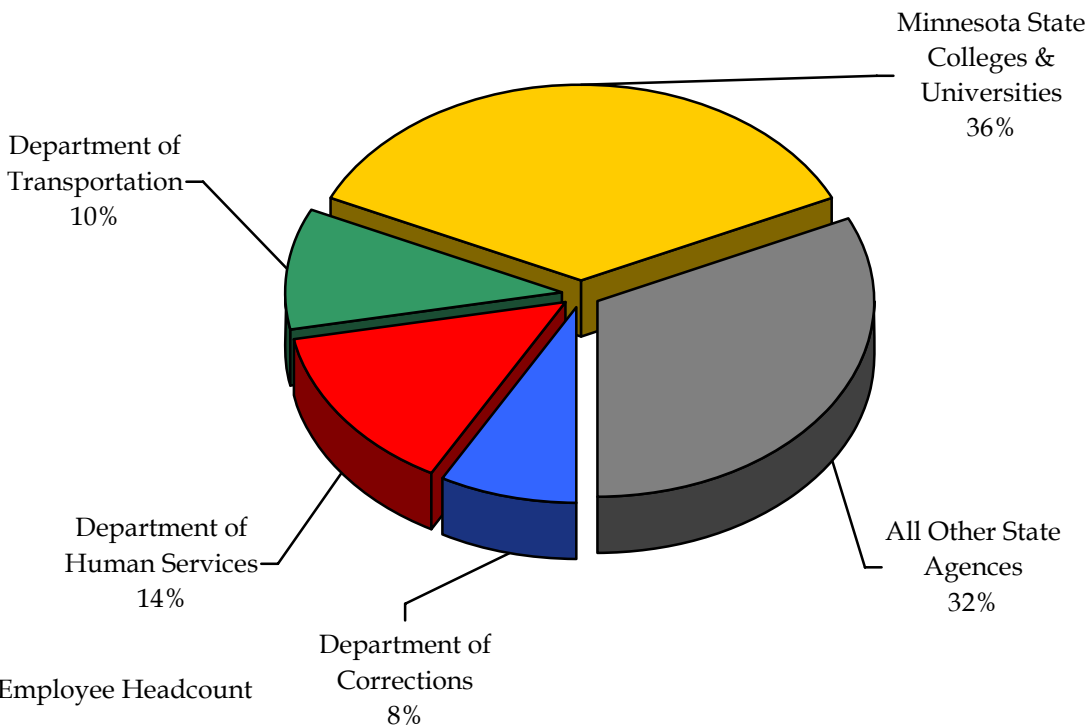
For any employer, the number of employees actively working varies from week to week and month to month. This is particularly true for employers with "seasonal" work cycles, such as institutions of higher education. An effort has been made to collect the data for these annual demographic reports at the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

As of March 1, 2005, the total number by FTE and headcount 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	
	Count	FTE*	Count	FTE	Count	FTE	Count	FTE
AFSCME - 202	116	105.83	152	143.38			268	249.21
AFSCME - 203	456	371.58	347	313.10			803	684.68
AFSCME - 204	3	2.51	9	5.77			12	8.28
MNA - 205	5	3.52	13	6.31			18	9.83
AFSCME - 206	1,079	894.29	790	670.48	30	27.58	1,899	1,592.35
AFSCME - 207	462	302.05	145	131.90	13	12.55	620	446.50
IFO - 209			3,445	2,577.75			3,445	2,577.75
MSCF - 210	5,094	3,410.80					5,094	3,410.80
MSUAASF - 211			579	498.12			579	498.12
Mn Engrs Council - 212			5	4.10			5	4.10
Health Trmt Prof - 213	3	0.16	5	2.45			8	2.61
MAPE - 214	966	810.07	281	245.06	154	138.24	1,401	1,193.37
MMA - 216	271	246.49	105	99.98	15	14.80	391	361.27
Commissioner's Plan - 217	103	92.21	59	52.59	33	30.11	195	174.91
Classified Managers - 220	6	6.00	9	8.54	11	11.00	26	25.54
Administrators - 220	319	296.88	145	136.18	58	57.73	522	490.79
Subtotals:	8,883	6,542.39	6,089	4,895.71	314	292.01	15,286	11,730.11
Non-bargaining unit faculty - 218	1,454	55.26	411	40.20			1,865	95.46
Non-bargaining unit staff - 218	383	43.23	118	11.55	1	0.14	502	54.92
Subtotals:	1,837	98.49	529	51.75	1	0.14	2,367	150.38
Grand Totals:	10,720	6,640.88	6,618	4,947.46	315	292.15	17,653	11,880.49

*See note on page 5.

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



Minnesota State Colleges & Universities is the largest state agency comprising of 36% 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 BU203 (Service employees) Minnesota State Colleges and Universities employs 803 employees (43% of the unit), representing the largest proportion of the unit. Department of Human Services who employs 292 employees (16% of the unit) is the second largest.
- AFSCME BU206 (Clerical employees) Minnesota State Colleges and Universities employees 1,899 employees (35% of the unit). Minnesota State Colleges and Universities employs the largest proportion in this bargaining unit. The next largest is Public Safety with 467 employees (8% of the unit).
- AFSCME BU 207 (Technical employees) Minnesota State Colleges and Universities employs 620 employees (20% of the unit), second to MnDOT with 1,177 employees (38% of the unit). The MnDOT employees are concentrated in two agency-specific classes.
- MAPE BU214 (General professional employees) Minnesota State Colleges and Universities employs 1,401 employees (13% of the unit), second to Human Services with 1,713 employees (16% of the unit). Economic Security is third with 1,069 (10% of the unit) and Natural Resources is fourth with 885 employees (8% of the unit). No other state agency has more than 800 employees in this unit.
- MMA BU216 (Supervisory employees) Minnesota State Colleges and Universities employs 391 supervisors (14% of the unit), second to Human Services with 408 employees (15% of the unit) and Corrections is third with 311 employees (12% of the unit).

Breakdown of Employees by Age & Years of Service

The age and years of service distribution chart this report shows the age and years of service of employees by bargaining unit. More than 65% of the Minnesota State College and Universities 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 47 with 12.6 years of service and the average age for a Minnesota State College & University faculty member is 48.5 with 10.5 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. 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.

FY2005								
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	91	272	219	252	96	14	944
	After 5 through 8 years	2	80	116	173	65	9	445
	After 8 through 12 years		34	101	170	122	26	453
	After 12 through 18 years		9	174	272	214	21	690
	After 18 through 30 years			84	398	325	31	838
	After 30 years				97	119	16	232
AFSCME Total		93	395	694	1,362	941	117	3,602
MNA/MGEC - BU 205/212	0 through 5 years		1		4	1		6
	After 5 through 8 years			2	2	2		6
	After 8 through 12 years			2	1	2		5
	After 18 through 30 years				2	3		5
	After 30 years					1		1
MNA/MGEC Total		0	1	4	9	9	0	23
MAPE - BU 214	0 through 5 years	32	201	134	90	28	1	486
	After 5 through 8 years		80	91	79	30		280
	After 8 through 12 years		29	60	84	32	4	209
	After 12 through 18 years		3	55	83	57	5	203
	After 18 through 30 years			24	106	49	4	183
	After 30 years				11	29		40
MAPE Total		32	313	364	453	225	14	1,401
MMA - BU216	0 through 5 years	1	12	23	25	5		66
	After 5 through 8 years		11	13	16	14		54
	After 8 through 12 years		4	20	22	11		57
	After 12 through 18 years			19	31	19	1	70
	After 18 through 30 years			12	40	53	3	108
	After 30 years				14	21	1	36
MMA Total		1	27	87	148	123	5	391

FY2005								
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	9	16	13	1	1	41
	After 5 through 8 years		4	9	7	2		22
	After 8 through 12 years		4	15	6	2		27
	After 12 through 18 years			13	19	12		44
	After 18 through 30 years			7	36	12	2	57
	After 30 years				5	7		12
Commissioner's Plan/Health Trtmt Prof Total		1	17	60	86	36	3	203
Classified Managers/ Administrators - BU 220	0 through 5 years		2	31	52	30	5	120
	After 5 through 8 years		2	14	19	28	2	65
	After 8 through 12 years		1	29	24	17	2	73
	After 12 through 18 years		1	22	50	31	3	107
	After 18 through 30 years			9	63	59	3	134
	After 30 years				7	37	5	49
Classified Managers/Administrators Total		0	6	105	215	202	20	548
MSUAASF - BU 211	0 through 5 years	9	108	46	23	21	2	209
	After 5 through 8 years		31	32	29	8		100
	After 8 through 12 years		7	20	27	10		64
	After 12 through 18 years		1	39	33	28	1	102
	After 18 through 30 years			6	37	35	1	79
	After 30 years				5	20		25
MSUAASF Total		9	147	143	154	122	4	579
IFO - BU 209	0 through 5 years	8	313	410	364	197	18	1,310
	After 5 through 8 years		37	176	169	78	22	482
	After 8 through 12 years		6	105	151	77	19	358
	After 12 through 18 years			52	303	230	43	628
	After 18 through 30 years			4	159	314	27	504
	After 30 years				1	109	53	163
IFO Total		8	356	747	1,147	1,005	182	3,445
MSCF - 210	0 through 5 years	12	431	538	504	246	28	1,759
	After 5 through 8 years		96	265	280	117	16	774
	After 8 through 12 years		27	199	306	172	22	726
	After 12 through 18 years			139	404	314	25	882
	After 18 through 30 years			11	334	411	30	786
	After 30 years				5	133	29	167
MSCF Total		12	554	1,152	1,833	1,393	150	5,094
Grand Total:		156	1,816	3,356	5,408	4,056	494	15,286
Percentage of Total:		1%	12%	22%	35%	27%	3%	

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	FY2002				FY2003				FY2004				3-Year Average			
	Age 55+	Retires	Avg Age	%	Age 55+	Retires	Avg Age	%	Age 55+	Retires	Avg Age	%	Age 55+	Retires	Avg Age	%
AFSCME - 202	86	6	65.5	6.98%	79	5	61.0	6.33%	74	7	60.1	9.46%	80	6	62.2	7.53%
AFSCME - 203	247	18	64.5	7.29%	221	16	64.0	7.24%	203	11	65.3	5.42%	224	15	64.6	6.71%
AFSMCE - 204	4	0	0.0	0.00%	3	0	0.0	0.00%	3	0	0.0	0.00%	3	0	0.0	0.00%
MNA - 205	13	1	58.8	7.69%	12	0	0.0	0.00%	12	1	64.8	8.33%	12	1	58.8	5.41%
AFSCME - 206	485	38	63.1	7.84%	403	32	62.0	7.94%	375	31	61.5	8.27%	421	34	62.2	8.00%
AFSCME -207	118	11	66.8	9.32%	105	4	62.7	3.81%	101	6	60.8	5.94%	108	7	63.4	6.48%
IFO - 209	963	51	61.5	5.30%	866	60	63.1	6.93%	821	62	60.2	7.55%	883	58	61.6	6.53%
MSCF - 210	1,248	101	61.1	8.09%	1,165	81	60.8	6.95%	1,064	62	60.2	5.83%	1,159	81	60.7	7.02%
MSUAASF - 211	80	6	59.3	7.50%	74	5	60.9	6.76%	76	11	59.7	14.47%	77	7	60.0	9.57%
Mn Engrs Council - 212	0	0	0.0	0.00%	0	0	0.0	0.00%	0	0	0.0	0.00%	0	0	0.0	0.00%
Health Trmt Prof - 213	1	0	0.0	0.00%	2	0	0.0	0.00%	2	0	0.0	0.00%	2	0	0.0	0.00%
MAPE - 214	164	9	57.2	5.49%	153	13	61.0	8.50%	137	10	58.5	7.30%	151	11	58.9	7.05%
MMA - 216	103	7	62.8	6.80%	88	3	65.1	3.41%	82	4	60.5	4.88%	91	5	62.8	5.13%
Commissioner's Plan - 217	28	0	0.0	0.00%	24	2	59.6	8.33%	21	3	56.4	14.29%	24	2	58.0	6.85%
Classified Managers - 220	6	0	0.0	0.00%	4	0	0.0	0.00%	4	0	0.0	0.00%	5	0	0.0	0.00%
Administrators - 220	192	15	62.2	7.81%	179	11	61.4	6.15%	157	21	59.3	13.38%	176	16	61.0	8.90%
Totals:	3,738	263	62.1	7.04%	3,378	232	62.0	6.87%	3,132	229	60.6	7.31%	3,416	241	61.5	7.06%

The Annuitant Employment Program allows retired faculty members to return to work on a part-time basis. This program has 37 participants at the state colleges and 78 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 40 participants in the state colleges and 8 participants in the state universities.

Employee Separation Statistics

Currently, there is no state definition of turnover/separations. We have decided that temporary, emergency and fixed term appointments will not be counted in the separation statistics. 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	FY2003						FY2004					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	Total Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
AFSCME - 202	265	Headcount	5	0	9	14	280	Headcount	6	0	8	14
		Percentage of Total HC in BU	1.89%	0.00%	3.40%	5.28%		Percentage of Total HC in BU	2.14%	0.00%	2.86%	5.00%
		Average Age at time of sep	60.9		43.9	52.4		Average Age at time of sep	63.2		39.2	
		Average YOS at time of sep	27.5		5.2	16.4		Average YOS at time of sep	26.2		5.2	
AFSCME - 203	783	Headcount	14	0	56	70	820	Headcount	10	1	62	73
		Percentage of Total HC in BU	1.79%	0.00%	7.15%	8.94%		Percentage of Total HC in BU	1.22%	0.12%	7.56%	8.90%
		Average Age at time of sep	64.1		39.8	52.0		Average Age at time of sep	61.0	59.3	21.6	47.3
		Average YOS at time of sep	14.4		4.4	9.4		Average YOS at time of sep	19.7	29.8	3.7	17.7
AFSCME - 204	11	Headcount	0	0	0	0	13	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				
MNA- 205	19	Headcount	0	0	2	2	16	Headcount	3	0	0	3
		Percentage of Total HC in BU	0.00%	0.00%	10.53%	10.53%		Percentage of Total HC in BU	18.75%	0.00%	0.00%	18.75%
		Average Age at time of sep			36.0	36.0		Average Age at time of sep	65.1			65.1
		Average YOS at time of sep			3.8	3.8		Average YOS at time of sep	13.6			13.6
AFSCME - 206	1,892	Headcount	30	1	147	178	1,937	Headcount	31	2	124	157
		Percentage of Total HC in BU	1.59%	0.05%	7.77%	9.41%		Percentage of Total HC in BU	1.60%	0.10%	6.40%	8.11%
		Average Age at time of sep	62.0	63.6	35.6	53.7		Average Age at time of sep	61.9	54.5	36.9	51.1
		Average YOS at time of sep	20.5	13.0	4.2	12.6		Average YOS at time of sep	21.2	15.4	5.6	14.1
AFSCME - 207	505	Headcount	2	1	48	51	535	Headcount	3	1	55	59
		Percentage of Total HC in BU	0.40%	0.20%	9.50%	10.10%		Percentage of Total HC in BU	0.56%	0.19%	107.84%	11.03%
		Average Age at time of sep	64.5	50.8	40.7	52.0		Average Age at time of sep	69.4	55.1	37.0	53.8
		Average YOS at time of sep	14.7	10.5	3.6	9.6		Average YOS at time of sep	22.2	1.3	3.2	8.9

Bargaining Unit/ Personnel Plan	FY2003						FY2004					
	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
IFO - 209	2,038	Headcount	49	2	27	78	2,020	Headcount	46	2	26	74
		Percentage of Total HC in BU	2.40%	0.10%	1.32%	3.83%		Percentage of Total HC in BU	2.28%	0.10%	1.29%	3.66%
		Average Age at time of sep	63.0	64.8	44.7	57.5		Average Age at time of sep	62.9	58.8	45.5	55.7
		Average YOS at time of sep	26.7	20.5	7.1	54.3		Average YOS at time of sep	27.4	7.5	4.6	13.2
MSCF - 210	2,890	Headcount	56	4	149	209	2,899	Headcount	82	1	109	192
		Percentage of Total HC in BU	1.94%	0.14%	5.16%	7.23%		Percentage of Total HC in BU	2.83%	0.03%	52.15%	6.62%
		Average Age at time of sep	60.6	61.5	46.2	56.1		Average Age at time of sep	60.6	59.7	46.1	55.5
		Average YOS at time of sep	25.1	24.2	6.2	6.2		Average YOS at time of sep	21.9	33.6	4.4	20.0
MSUAASF - 211	536	Headcount	5	1	27	33	563	Headcount	7	2	40	49
		Percentage of Total HC in BU	0.93%	0.19%	5.04%	6.16%		Percentage of Total HC in BU	1.24%	0.36%	121.21%	8.70%
		Average Age at time of sep	60.8	40.8	36.4	46.0		Average Age at time of sep	59.5	46.6	36.6	47.6
		Average YOS at time of sep	27.0	4.2	5.5	12.2		Average YOS at time of sep	25.7	9.9	4.2	13.3
Mn Engineers Council - 212	5	Headcount	0	0	0	0	6	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 Trmt Prof - 213	5	Headcount	0	0	0	0	8	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				
MAPE - 214	1,313	Headcount	11	0	134	145	1,401	Headcount	9	3	127	127
		Percentage of Total HC in BU	0.84%	0.00%	10.21%	11.04%		Percentage of Total HC in BU	0.64%	0.21%	87.59%	9.06%
		Average Age at time of sep	60.4		40.2	50.3		Average Age at time of sep	62.5	50.7	38.0	38.0
		Average YOS at time of sep	18.8		4.9	11.9		Average YOS at time of sep	15.7	9.1	4.8	4.8
MMA - 216	375	Headcount	1	1	20	22	408	Headcount	6	0	12	18
		Percentage of Total HC in BU	0.27%	0.27%	5.33%	5.87%		Percentage of Total HC in BU	1.47%	0.00%	54.55%	4.41%
		Average Age at time of sep	65.7	58.8	49.8	58.1		Average Age at time of sep	61.5		42.1	51.8
		Average YOS at time of sep	13.2	9.5	8.6	10.4		Average YOS at time of sep	22.0		6.2	14.1

Bargaining Unit/ Personnel Plan	FY2003						FY2004					
	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
Commissioner's Plan - 217	227	Headcount	2	0	26	28	195	Headcount	2	1	8	11
		Percentage of Total HC in BU	0.88%	0.00%	11.45%	12.33%		Percentage of Total HC in BU	1.03%	0.51%	4.10%	5.64%
		Average Age at time of sep	59.5		33.3	46.4		Average Age at time of sep	62.7	54.8	48.1	55.2
		Average YOS at time of sep	21.6		3.9	12.8		Average YOS at time of sep	20.8	32.4	9.9	21.0
Classified Managers 220	24	Headcount	0	0	2	2	26	Headcount	2	0	1	3
		Percentage of Total HC in BU	0.00%	0.00%	8.33%	8.33%		Percentage of Total HC in BU	7.69%	0.00%	3.85%	11.54%
		Average Age at time of sep			48.3	48.3		Average Age at time of sep	59.6		42.7	51.2
		Average YOS at time of sep			14.6	14.6		Average YOS at time of sep	34.3		16.0	25.2
Administrators - 220	523	Headcount	10	0	30	40	512	Headcount	13	1	40	54
		Percentage of Total HC in BU	1.91%	0.00%	5.74%	7.65%		Percentage of Total HC in BU	2.54%	0.20%	7.81%	10.55%
		Average Age at time of sep	58.8		51.6	55.2		Average Age at time of sep	60.1	60.9	50.6	57.2
		Average YOS at time of sep	25.2		8.0	16.6		Average YOS at time of sep	22.8	3.8	8.6	11.7
Overall Total	11,411	Headcount	186	10	677	873	11,639	Headcount	220	14	612	846
		Percentage of Total HC in BU	1.63%	0.09%	5.93%	7.65%		Percentage of Total HC in BU	1.89%	0.12%	70.10%	7.27%
		Average Age at time of sep	61.4	56.8	42.4	53.5		Average Age at time of sep	62.1	56.0	40.8	53.0
		Average YOS at time of sep	20.5	13.2	6.3	13.3		Average YOS at time of sep	23.0	16.2	11.3	16.8
*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 6/30/03 for FY2003 and 6/30/04 for FY2004.												
**All other separations include resignation, termination, layoff, and nonrenewal.												

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.

FY		African American	Asian/Pacific Islander	Hispanic	Native American	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
2002	State College Faculty	99	96	69	65	329	7,354	7,404	4.5%
	State College Staff/ Admin	88	57	31	61	237	3,562	3,589	6.7%
	Subtotal:	187	153	100	126	566	10,916	10,993	5.2%
	State University Faculty*	125	187	83	60	455	4,701	4,793	9.7%
	State University Staff/ Admin	22	23	19	20	84	2,105	2,108	4.0%
	Subtotal:	147	210	102	80	539	6,806	6,901	7.9%
	Office of the Chancellor	13	7	5	0	25	304	304	8.2%
	Subtotal:	13	7	5	0	25	304	304	8.2%
Grand Total:	347	370	207	206	1,130	18,026	18,198	6.2%	
2003	State College Faculty	102	110	77	75	364	7,794	7,850	4.7%
	State College Staff/ Admin	99	70	35	64	268	3,825	3,841	7.0%
	Subtotal:	201	180	112	139	632	11,619	11,691	5.4%
	State University Faculty*	138	204	78	59	479	4,898	5,008	9.8%
	State University Staff/ Admin	24	24	22	20	90	2,121	2,126	4.2%
	Subtotal:	162	228	100	79	569	7,019	7,134	8.1%
	Office of the Chancellor	12	7	7	0	26	304	304	8.6%
	Subtotal:	12	7	7	0	26	304	304	8.6%
Grand Total:	375	415	219	218	1,227	18,942	19,129	6.5%	
2004	State College Faculty	134	112	77	87	410	8,440	8,495	4.9%
	State College Staff/ Admin	115	88	45	66	314	3,982	3,994	7.9%
	Subtotal:	249	200	122	153	724	12,422	12,489	5.8%
	State University Faculty*	147	214	86	62	509	4,917	5,028	10.4%
	State University Staff/ Admin	26	21	21	18	86	2,117	2,129	4.1%
	Subtotal:	173	235	107	80	595	7,034	7,157	8.5%
	Office of the Chancellor	12	8	4	0	24	317	317	7.6%
	Subtotal:	12	8	4	0	24	317	317	7.6%
Grand Total:	434	443	233	233	1,343	19,773	19,963	6.8%	

*Includes MSUAASF Administrative Faculty and IFO Teaching Faculty.

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

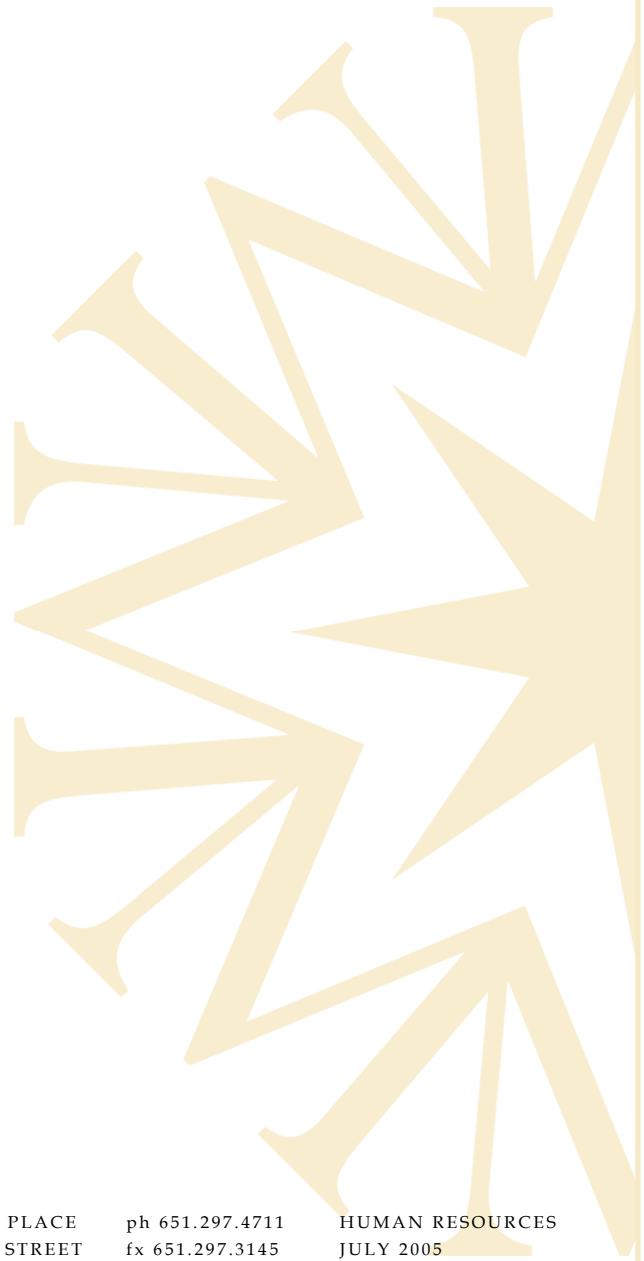


**Minnesota
STATE COLLEGES
& UNIVERSITIES**

500 WELLS FARGO PLACE
30 EAST SEVENTH STREET
ST. PAUL, MN 55101-4946

ph 651.297.4711
fx 651.297.3145
www.hr.mnscu.edu

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