



Michigan Tech
Create the Future

Diversity Facts 2007

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Enrollment

Michigan Tech actively recruits students through our extensive residential summer academic youth programs, which have a minority participant rate of more than 40 percent and a female participation rate of more than 50 percent. Over 1,200 precollege students participate in these one-, two-, or four-week academic programs each year. A 2004–05 recruitment and marketing plan supports an aggressive effort to attract female and minority students. The addition of coordinators for Native American and Hispanic/Latino outreach and the director of ExSEL Programs in the Department of Educational Opportunity, together with our successful precollege initiatives, will significantly improve our ability to reach out to a broader group of students and retain and graduate those who choose to attend Michigan Tech.

Total Undergraduate and Graduate Enrollment History by Ethnic Groups—1998–2007

Year	Int'l	% of Total	African American	% of Total	Native American	% of Total	Asian American	% of Total	Hispanic	% of Total	White	% of Total	Multi racial	% of Total	Undeclared	% of Total	Total Female	% of Total	Total Male	% of Total	Grand Total
1998	513	8.2	124	2.0	53	0.8	80	1.3	39	0.6	5,337	85.3	16	0.3	95	1.5	1,729	27.6	4,528	72.4	6,257
1999	532	8.4	126	2.0	57	0.9	62	1.0	48	0.8	5,361	84.8	14	0.2	121	1.9	1,728	27.3	4,593	72.7	6,321
2000	570	9.0	129	2.0	50	0.8	73	1.2	49	0.8	5,328	84.1	21	0.3	116	1.8	1,660	26.2	4,676	73.8	6,336
2001	657	9.9	149	2.3	44	0.7	85	1.3	58	0.9	5,361	81.1	33	0.5	223	3.4	1,705	25.8	4,905	74.2	6,610
2002	668	10.1	150	2.3	44	0.7	76	1.1	64	1.0	5,353	80.8	37	0.6	233	3.5	1,653	25.0	4,972	75.0	6,625
2003	693	10.6	133	2.0	55	0.8	83	1.3	74	1.1	5,268	80.2	37	0.6	222	3.4	1,638	25.0	4,927	75.0	6,565
2004	608	9.3	128	2.0	58	0.9	74	1.1	86	1.3	5,329	81.5	33	0.5	224	3.4	1,557	23.8	4,983	76.2	6,540
2005	605	9.3	118	1.8	52	0.8	73	1.1	97	1.5	5,298	81.4	43	0.7	224	3.4	1,523	23.4	4,985	76.6	6,510
2006	582	8.9	125	1.9	58	0.9	78	1.2	88	1.3	5,321	81.2	43	0.7	255	3.9	1,576	24.1	4,974	75.9	6,550
2007	652	9.6	123	1.8	63	0.9	74	1.1	78	1.2	5,388	79.7	71	1.1	309	4.6	1,658	24.5	5,100	75.5	6,758

Source—MTU Office of Institutional Analysis Note: Includes online learning

Undergraduate Enrollment by Major—Fall 2007 College of Engineering Majors

	Biomedical	Chemical	Civil	Environmental	Electrical	Computer	Mechanical	Materials	*Other Eng	Total
Native American	1	3	5	1	7	4	6	1	2	30
African American	2	6	5	2	6	5	14	1	0	41
Hispanic/Latino	3	1	6	0	3	3	10	0	4	30
Asian American	5	2	6	1	4	8	11	0	1	38
Multicultural	0	4	3	0	5	4	7	2	3	28
All women	101	73	86	49	30	13	93	21	60	526
All men	127	216	407	68	363	233	1,038	67	209	2,728
Total Population	228	289	493	117	393	246	1,131	88	269	3,2545

*Other Engineering Note: Includes online learning

Undergraduate Enrollment by Major—Fall 2007 School of Business and Economics, School of Forest Resources and Environmental Science, College of Sciences and Arts, and School of Technology Majors

	Business	Forestry	Technology	STC*	CS**	Biology	Chemistry	Physics	Other	Total
Native American	4	2	4	0	2	4	0	0	14	30
African American	25	2	9	1	4	3	2	1	23	70
Hispanic/Latino	10	0	6	0	3	3	1	1	10	34
Asian American	2	0	7	1	4	3	0	1	8	26
Multicultural	3	1	3	1	4	6	0	0	17	35
All women	185	57	19	30	16	140	44	17	315	823
All men	272	123	454	27	311	97	31	72	382	1,769
Total Population	457	180	473	57	327	237	75	89	697	2,592

*Scientific and Technical Communication **Computer Science Note: Includes online learning

Undergraduate and Graduate Enrollment by Class—Fall 2007

College of Engineering Majors

	Freshmen	Sophomore	Junior	Senior	Master	PhD	Total
Native American	10	4	8	8	0	0	30
African American	14	5	9	13	2	3	46
Hispanic/Latino	9	5	9	7	2	4	36
Asian American	8	8	6	16	3	3	44
Multicultural	7	5	5	11	1	1	30
All women	138	119	103	166	59	55	640
All men	760	552	614	802	202	151	3,078
Total Population	898	671	717	968	261	206	3,718

Note: Includes online learning

Graduate Enrollment by Major—Fall 2007

College of Engineering Majors

	Biomedical	Chemical	Civil	Environmental	Electrical	Computer	Mechanical	Materials	*Other Eng	Total
Native American	0	0	0	0	0	0	0	0	0	0
African American	0	1	1	0	1	0	2	0	0	5
Hispanic/Latino	0	0	1	0	0	0	4	0	1	6
Asian American	0	0	2	1	0	0	1	1	1	6
Multicultural	0	0	0	2	0	0	0	0	0	2
All women	5	7	11	27	14	1	24	4	21	114
All men	3	16	40	28	92	3	135	13	23	353
Total Population	8	23	51	55	106	4	159	17	44	467

*Other Engineering

Note: Includes online learning

Graduate Enrollment by Major—Fall 2007

School of Business and Economics, School of Forest Resources and Environmental Science, College of Sciences and Arts, and School of Technology Majors

	Business	Forestry	Technology	*S.T.C.	**C.S.	Biology	Chemistry	Physics	Other	Total
Native American	0	1	0	1	0	0	0	0	1	3
African American	2	1	0	2	2	0	0	0	0	7
Hispanic/Latino	1	2	0	3	0	0	0	0	2	8
Asian American	0	0	0	1	1	0	0	1	1	4
Multicultural	0	0	0	1	1	2	0	0	2	6
All women	16	43	0	33	4	14	11	12	62	195
All men	18	35	0	22	31	18	22	31	73	250
Total Population	34	78	0	55	35	32	33	43	135	445

*Scientific and Technical Communication

**Computer Science

Note: Includes online learning

Enrollment History of Women—1998–2007

Women Undergraduate Enrollment

Year	Number Enrolled	Percent Enrolled	Number Enrolled in Engineering	Percent Enrolled in Engineering
1998	1,516	27	774	22
1999	1,518	27	741	22
2000	1,452	26	698	21
2001	1,488	25	707	22
2002	1,418	24	669	21
2003	1,372	24	615	19
2004	1,284	24	559	17
2005	1,228	22	505	15
2006	1,275	23	519	16
2007	1,349	23	526	16

Note: Includes online learning

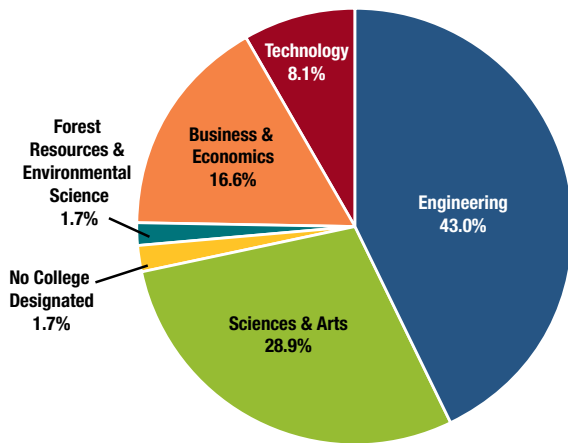
Women Graduate Enrollment by College/School

Year	Forestry	Sciences & Arts	Business	Engineering
1998	29	102	2	80
1999	36	97	0	77
2000	42	95	0	71
2001	36	97	1	83
2002	40	105	5	85
2003	36	117	5	108
2004	40	107	15	108
2005	46	119	19	107
2006	40	114	17	119
2007	43	119	16	114

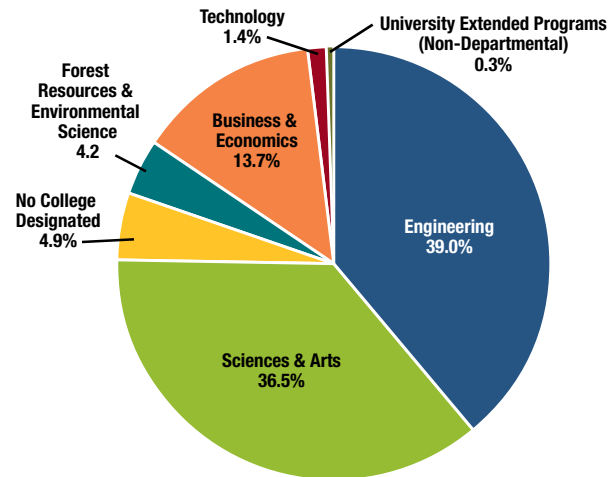
Note: Includes online learning

Distribution of Underrepresented Minorities (URM)* and Women by College/School at Michigan Tech Fall 2007

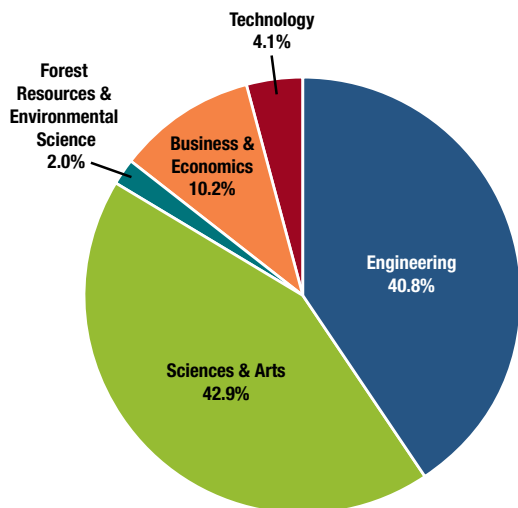
Fall 2007 Undergraduate Minorities



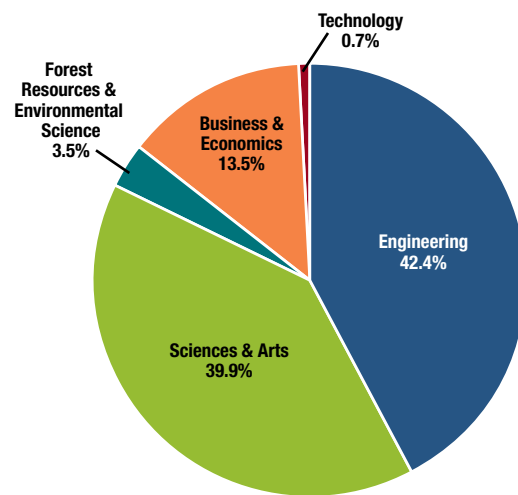
Fall 2007 Undergraduate Women



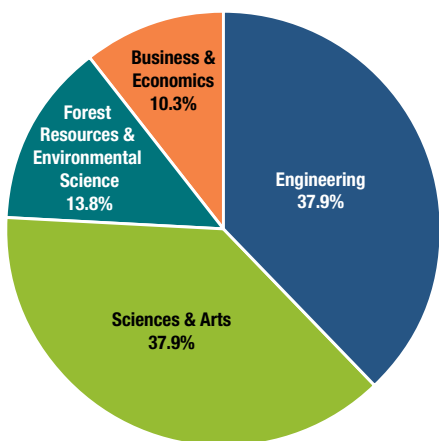
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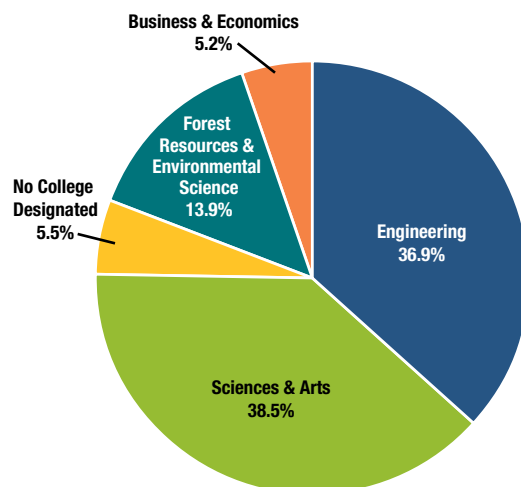
Fall 2007 Freshman Women



Fall 2007 Graduate Minorities



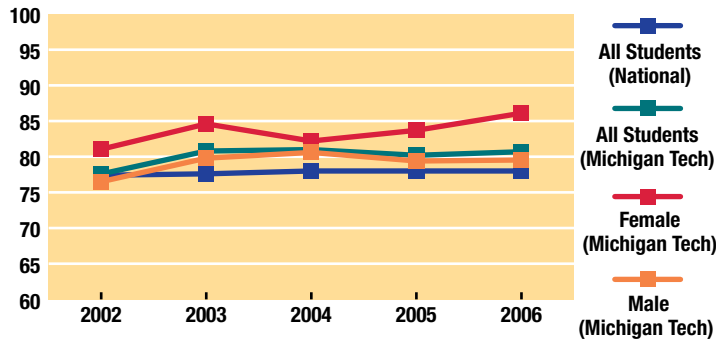
Fall 2007 Graduate Women



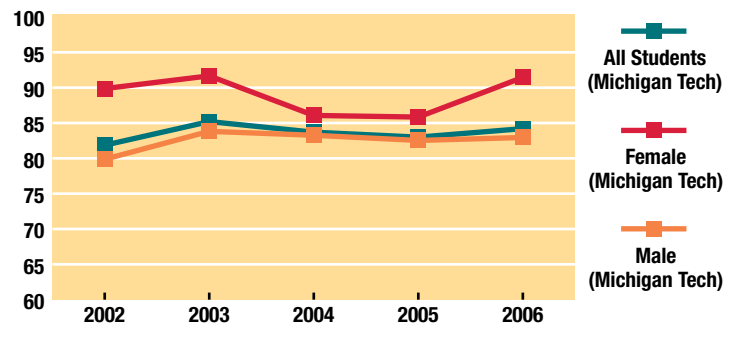
*Note: Minorities (also referred to as URM) include Native American, African American, and Hispanic American
Note: Includes online learning

First- to Second-Year Retention

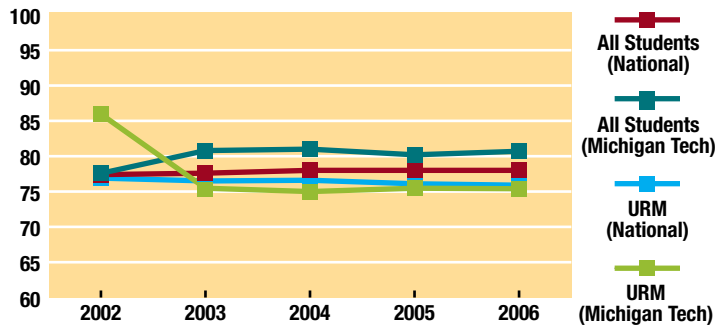
1st-2nd Year Retention by Gender
All Colleges & Schools



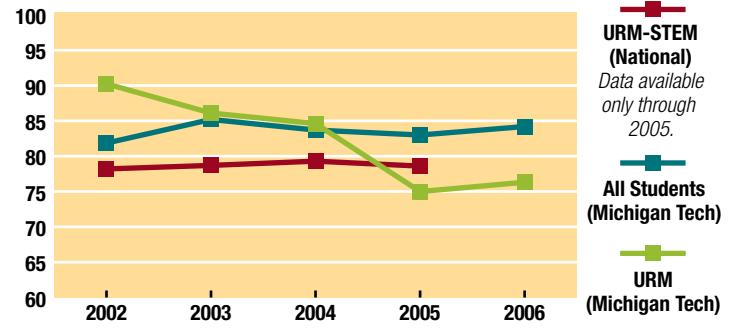
1st-2nd Year Retention by Gender
College of Engineering



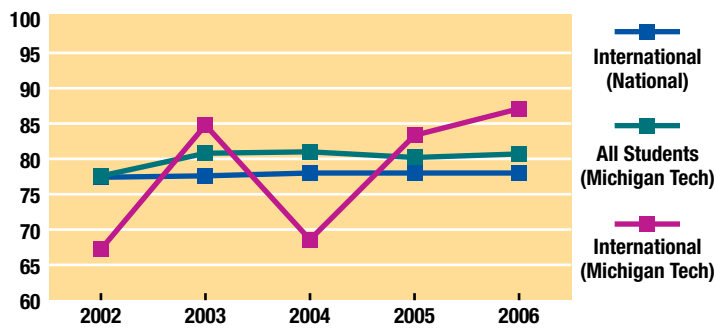
1st-2nd Year Retention for URM*
All Colleges & Schools



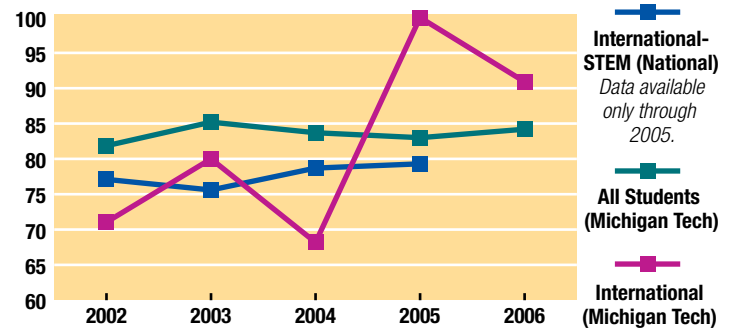
1st-2nd Year Retention for URM*
College of Engineering



1st-2nd Year Retention for International Students
All Colleges & Schools



1st-2nd Year Retention for International Students
College of Engineering



1st-2nd Year Retention Comparison 2006

	Mi Tech All Majors	Nat'l All	Mi Tech STEM	Nat'l STEM	Mi Tech Engineering**
URM	75.36	76.3	71.4	NA	76.32
International	87.1	76.4	88.9	83.6	90.91
Female	86.08	78.7	89.1	81.5	91.45
Male	79.54	75.9	80.9	80.2	82.95
All	75.36	77.5	84.6	80.6	84.17

6-Year Graduation Comparison 2006

	Mi Tech All Majors	Mi Tech STEM	Mi Tech Engineering	Nat'l All	Nat'l STEM
URM	49	50	52.8	NA	NA
International	61.5	63.3	69	54	52.7
Female	63.7	67.6	75.7	56.7	56.8
Male	59.5	60.8	66.2	49.3	48.7
All	60.5	62.2	67.9	53.4	53.1

*Note: Minorities (also referred to as URM) include Native American, African American, and Hispanic American

**National 1st-2nd year retention data in engineering only is not available. Comparisons to peer institutions indicate comparable or slightly higher rates at Michigan Tech.



Additional Retention and Graduation Information—Fall 2007

In on-campus surveys, as well as in a national survey (1999 Engineering Information Foundation Student Engineering Experience Survey), which was sponsored by the Women in Engineering Programs Advocates Network (WEPAN), women students indicate a high satisfaction with their educational experiences at Michigan Tech. On the same survey, 75 percent of Michigan Tech's female respondents said they were confident that engineering was the right career for them. More than 35 percent had participated in Michigan Tech's precollege programs.

The University continues to assess its recruitment, retention, and academic programs that support student success and graduation. The University recently implemented a Climate Study. Through a survey and focus groups, baseline data on student, faculty, and staff perceptions were collected and linked with an understanding of the cultural and working environment. The result: recommendations to improve and enhance ongoing efforts, as well as new initiatives. In addition, the University is participating in a national Project to Assess Climate in Engineering (PACE), funded by the Alfred P. Sloan Foundation and conducted by the Center for Workforce Development at the University of Washington. We anticipate that the information that the University receives from the PACE project will help us improve retention among all undergraduate engineering students.

Student Support

Michigan Tech's Department of Educational Opportunity and other departments offer programs for female and other underrepresented student groups that provide outreach, access, mentoring, encouragement, and professional development. The programs use the strengths of the University and participants—precollege students, University students, alumnae, corporate partners—to attract, recruit, and retain new students. Programs that focus on providing support mechanisms for Michigan Tech students who are underrepresented enhance the learning environment and offer the opportunity for personal and professional growth for all of our students. An example is the ExSEL program.

ExSEL is a partnership between Michigan Tech's Department of Educational Opportunity, all of the University's schools and colleges, and the State of Michigan's King-Chavez-Parks Initiative. Through course work, grade monitoring, and other support services, the program encourages success for academically and economically disadvantaged students who are primarily in their first year at Michigan Tech. Additionally, ExSEL Programs and Academic Enrichment provide contact and support for students in a variety of scholarship programs, and they coordinate other enrichment activities, such as the e-mentoring service, Mentornet. ExSEL Programs promotes the use of such campus resources as learning centers, academic advisors, Outreach and MultiEthnic Coordinators, and COMPASS (Center for Orientation, Mentoring, Parents, Advising, and Student Support), enhancing services for all students.

Michigan Tech remains committed to enrolling and graduating greater percentages of underrepresented minorities and females, as well as improving the graduation rates of all of our students.

Graduation Rates and Degrees Granted to Women and Underrepresented Minorities†

Our first- and second-year retention rates indicate that the six-year graduation rates will continue to increase. During 2006-07, Michigan Tech awarded 40 (46 in 2005-06) bachelor's degrees, 10 (6 in 2005-06) master's degrees, and 1 (4 in 2005-06) PhDs to underrepresented minority students.

During 2006-07, Michigan Tech awarded 227 bachelor's degrees (251 in 2005-06), 53 master's degrees (65 in 2005-06), and 21 PhDs (9 in 2005-06) to women.

The University's six-year graduation rate for females compares favorably to the national averages. Nationally, in all majors, women had a six-year graduation rate of 56.7 percent in all majors, and 56.8 percent in STEM disciplines. Michigan Tech had rates of 63.7 percent in all majors, and 67.6 percent in STEM disciplines. National data is unavailable for URM.

*STEM—Science, Technology, Engineering, Mathematics

†These Nat'l figures are from 2006-07 CSRDE Retention Report

Note, whenever available the most up to date national information was used for comparison. In some areas statistics from multiple years were used and are noted accordingly.

Faculty and Staff by Ethnicity and Year

Fall 2003 through Fall 2007

		Faculty							
Year	Ethnicity	Tenured	Tenure Track			Non-Tenured	Staff	Total	
			Full	Asst	Asst				
2003	Total	33	0	0	27	7	62	129	
	Native American	0	0	0	0	1	15	16	
	African American	2	0	0	0	0	7	9	
	Asian/Pacific Islander	26	0	0	10	2	11	49	
	Hispanic	4	0	0	0	1	9	14	
	Multiracial	0	0	0	0	0	0	0	
	International	1	0	0	17	3	20	41	
2004	Total	35	0	2	24	12	56	129	
	Native American	0	0	0	0	2	14	16	
	African American	2	0	0	0	0	4	6	
	Asian/Pacific Islander	29	0	0	4	4	10	47	
	Hispanic	4	0	0	0	1	8	13	
	Multiracial	0	0	0	0	0	0	0	
	International	0	0	2	20	5	20	47	
2005	Total	36	0	2	29	9	69	145	
	Native American	0	0	0	1	1	17	19	
	African American	2	0	0	0	1	6	9	
	Asian/Pacific Islander	29	0	0	3	0	15	47	
	Hispanic	4	0	0	0	1	6	11	
	Multiracial	0	0	0	0	0	0	0	
	International	1	0	2	25	6	25	59	
2006	Total	37	0	0	30	12	83	162	
	Native American	0	0	0	0	0	18	18	
	African American	1	0	0	0	1	6	8	
	Asian/Pacific Islander	27	0	0	2	3	14	46	
	Hispanic	4	0	0	0	3	8	15	
	Multiracial	0	0	0	0	0	0	0	
	International	5	0	0	28	5	37	75	
2007	Total	31	0	0	43	19	79	172	
	Native American	0	0	0	0	0	10	10	
	African American	1	0	0	0	1	6	8	
	Asian/Pacific Islander	23	0	0	4	4	13	44	
	Hispanic	4	0	0	2	1	9	16	
	Multiracial	0	0	0	2	0	5	7	
	International	3	0	0	35	13	36	87	

Note: Includes U.S. citizens and permanent residents. Non-U.S. residents are excluded.

Note: Faculty figures include those faculty on sabbatical. Deans, associate deans, department chairs, executives, and professional staff with tenure are considered as staff.

Faculty and Staff by Gender and Year

Fall 2003 through Fall 2007

		Faculty							
Year	Ethnicity	Tenured	Tenure Track			Non-Tenured	Staff	Total	
			Full	Asst	Asst				
2003	Total	233	0	2	74	81	1,083	1,473	
	Male	185	0	2	56	51	549	843	
	Female	48	0	0	18	30	534	630	
2004	Total	239	0	5	71	93	1,036	1,444	
	Male	190	0	5	56	51	533	835	
	Female	49	0	0	15	42	503	609	
2005	Total	230	0	6	70	101	1,093	1,500	
	Male	183	0	5	53	60	547	848	
	Female	47	0	1	17	41	546	652	
2006	Total	229	0	4	67	117	1,190	1,607	
	Male	181	0	3	51	69	600	904	
	Female	48	0	1	16	48	590	703	
2007	Total	214	0	5	91	127	1,218	1,655	
	Male	167	0	4	68	67	601	907	
	Female	47	0	1	23	60	617	748	

Note: Faculty figures include those faculty on sabbatical. Deans, associate deans, department chairs, executives, and professional staff with tenure are considered as staff.

Department of Educational Opportunity Outreach & MultiEthnic Programs

www.edopp.mtu.edu

The Outreach & MultiEthnic Programs Division (OME) is part of the Department of Educational Opportunity and reports to the executive director. OME's mission states: The Division of Outreach & MultiEthnic Programs promotes diversity through academic, professional, personal, and cultural experiences that foster a shared sense of community for all students.

Outreach

OME staff collaborate with parents, schools, community college partners, and alumni to identify potential students and nurture their relationships with the University. The staff interact regularly with precollege program participants and visiting teachers.

The OME staff coordinate the Michigan College/University Partnership (MICUP), Wade McCree Scholars Incentive and COMPACT programs for Detroit-area students, and support the Detroit Area Pre-College Engineering Program (DAPCEP), Grand Rapids Area Pre-College Engineering Program (GRAPCEP), National Society of Black Engineers Pre-College Initiative (NSBE-PCI), and other student campus visits.

Graduate Student Services

The OME coordinators work with faculty to develop and maintain relationships with Historically Black Colleges and Universities (HBCU) and other higher-education institutions in order to assist in recruitment of graduate students for Michigan Tech's master's and PhD programs.

The OME division assists the Michigan King-Chávez-Parks Initiative Future Faculty Fellowship program and the Graduate Education for Minorities (GEM) Fellowships/programs.

Retention

OME staff provide professional and personal advising for students. The staff

- mentor students with regard to their academic and personal needs.
- introduce students to academic, personal, and professional resources both on and off campus.
- interact with parents and teachers to determine students' needs.
- advise and assist several student organizations.
- work closely with student chapters of NSBE, SHPE, and AISES to help assure that they meet their goals and to support their activities.
- celebrate the graduation of minority students at the annual HAANA banquet honoring Hispanic, African American, and Native American graduates.
- work closely with the ExSEL Programs staff to ensure student success.

Programming

OME coordinators develop, implement, and direct cultural and cross-cultural programs. The programs are designed to promote awareness and understanding of diversity on campus and in the local community.

Resource

OME staff assist students in identifying sources of financial aid and personal development opportunities such as undergraduate research, internship, and co-op positions.

OME is a resource for academic departments and individual faculty, providing statistics and expertise in the areas of diversity and outreach.

Corporate Partnerships

Corporate partners help build a diverse pool of Michigan Tech graduates. Corporations offer a number of resources that help prepare students for future careers or graduate studies—role models, co-ops, internships, and scholarships, as well as financial support for precollege, undergraduate, and graduate programs.

With support from Michigan Tech's corporate, state, and federal partners, the University continues to work to attract and graduate an increasingly diverse student body, especially in disciplines where African American, Native American, Hispanic/Latino(a) students and females remain underrepresented. Your contributions significantly impact our success.

Thank You

Institutional Support for Diversity

Alumnae—Presidential Council of Alumnae (PCA)

Institutional Support

Being at Michigan Tech—Cool Women!

Cool Careers! Brochure

Cultural Climate Survey

Corporate Advisory Board for Institutional Diversity

Dual Career Program

Making Our Mark @ MTU Website

Special Assistant to the President for Institutional Diversity

University Diversity Framework/Strategic Plan

Precollege Outreach

American Indian Workshop (AIW)

College Access Program

Explorations in Engineering (EIE)

Gear Up/College Day

Get WISE Day

IBM/MTU Women in Computer Science (WCS)

Summer Youth Programs (SYP)

Women in Engineering (WIE)

Undergraduate, Graduate, Faculty, and Staff Groups

African Student Organization (ASO)

American Indian Science and Engineering Society (AISES)

National Society of Black Engineers (NSBE)

Presidential Commission for Women (PCW)

Society of African-American Men (SAAM)

Society of Hispanic Professional Engineers (SHPE)

Society of Intellectual Sisters (SIS)

Society of Women Engineers (SWE)

Women in Science and Engineering (WISE)

Women of Promise

Sample University/Partner Programs

DAPCEP

Detroit Compact

ExSEL Programs

GRAPCEP

Make A Difference Youth Foundation

MentorNet

Michigan College/University Partnership Program (MICUP)

National Action Council for Minorities in Engineering (NACME) Scholars Program

Summer Undergraduate Research Fellowships (SURF)

SWE Dine With Industry

Technobabe Times

Visiting Women/Minority Lecturer/Scholar Series

Wade McCree Program

Women's History Week Celebrations