

**BOARD OF TRUSTEES  
MINNESOTA STATE COLLEGES AND UNIVERSITIES  
INFORMATION ITEM**

**Demographic Report for FY 2008**

1 **Purpose of the Demographic Report**  
2

3 The demographic report is intended as a reference for anyone seeking information regarding  
4 employees of the Minnesota State Colleges & Universities workforce. This report includes information  
5 on all 32 colleges and universities and the Office of the Chancellor as of in the Spring 2008. The FTE  
6 data is for the period of July 1, 2007 – June 30, 2008 and the headcount data is captured on March 1,  
7 2008.  
8

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

- 12 • A breakdown of employees by age and years of service within the various bargaining units;
- 13 • Number of retirements and average age at the time of retirement in the last two (2) fiscal years;
- 14 • Employee separations by bargaining unit in each of the last two (2) fiscal years);
- 15 • Ethnicity of faculty, staff and administrators.

16  
17 • **The System constitutes a major portion of state government.**  
18

19 Minnesota State Colleges & Universities has employees in twelve (12) of the sixteen (16) bargaining  
20 units which cover executive branch employees. As of March 1, 2008, the Minnesota State Colleges &  
21 Universities workforce included a headcount of 19,734 and a total FTE of 14,829; this represents  
22 approximately 38% of the State of Minnesota workforce.  
23

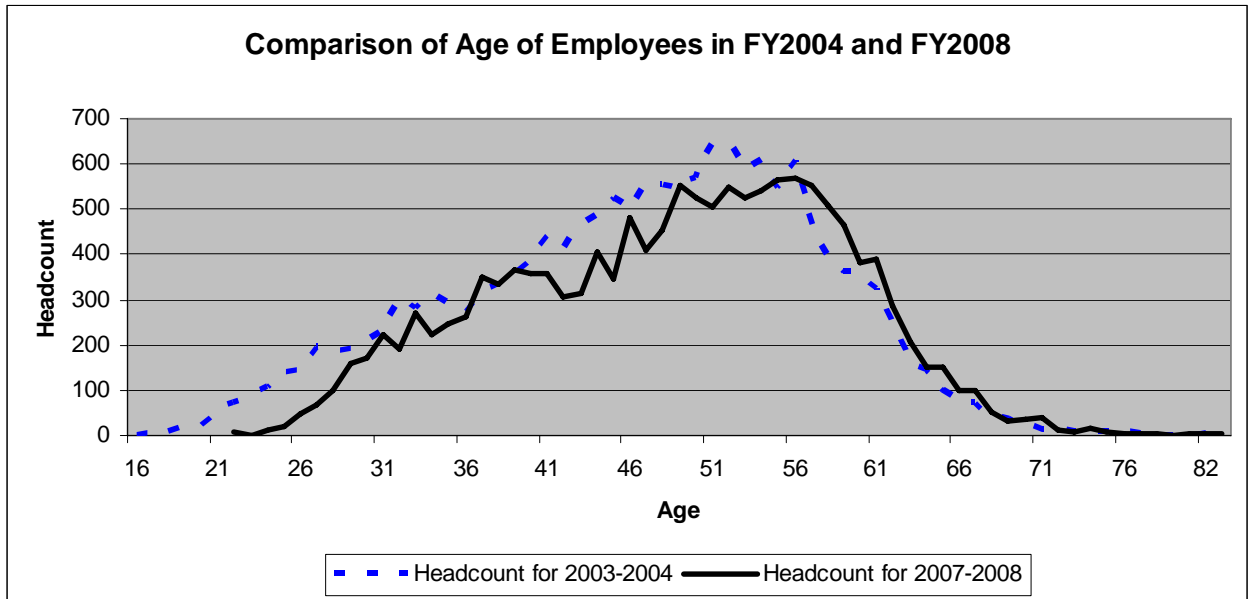
24 The system has more employees in the clerical and service categories than any other state agency;  
25 and is one of the largest employers of technical and professional categories of employees.  
26

27 • **Slight shift in age distribution over the last four (4) years.**  
28

29 In recent years, there has been considerable discussion about the aging of the workforce and the  
30 prospect of large numbers of baby boomers retiring, creating a labor shortage. In FY2008, more than  
31 67% of the Minnesota State Colleges & Universities workforce falls within the age range of 45 years of  
32 age and older; while in FY2004, just over 63% of employees fell within the same range.  
33  
34  
35

- **Number of employees at each age from 57 and older have increased slightly; and at age 56 and younger decreased slightly.**

The graph you see below is based on age data in the FY2004 and FY2008 demographic reports for all employees in the Minnesota State Colleges & Universities system (excluding the insufficient work-time employees).



- **Retirement rates are holding relatively steady; and the average age at retirement is also staying steady, so far.**

The retirement rates are holding relatively steady at 2-3%. The percentages of retirements each fiscal year since merger has also remained fairly steady.

Overall, the average age at time of retirement has increased slightly but there is some divergence within units. In FY2005, the average age of employees within the faculty units was 60.1 years of age, and in FY2008 the average age for the same group of employees was 62.7 years of age.

- **Participation in the Annuitant Employment Program and Phased Retirement is growing.**

There are two (2) programs that allow faculty and other employees to retire gradually – the Annuitant Employment Program and the Phased Retirement Program.

The Annuitant Employment Program (AEP) allows retired faculty and staff members to return to work on a part-time basis while receiving full employer contribution toward insurance. This program has become more popular and in FY2008 had a total of 163 participants, which is a 41.7% increase from FY2005 (115 participants).

The Phased Retirement Program allows faculty members to reduce their workload in the academic years prior to their actual retirement date without adversely affecting their pension benefits or insurance coverage. This year marks one of the largest years for participation in this program. In FY2008 there are 77 participants throughout the system – a 60.4% increase from FY2005 (48 participants).

- 1       • **The rate of all other separation types is double the rate of retirements.**  
2

3       The percentage of all other separation types has remained steady over the last four (4) years but the  
4       rate is double the rate of retirements. Employees in this group leave the system after six (6) or seven (7)  
5       years of services. All other separation types include resignation, termination, layoff, non-renewal, and  
6       death.  
7

- 8       • **The employment of persons of color is increasing.**  
9

10       We have self-reported data on 99% of our employees. In FY2008, the percentage of faculty and  
11       staff/administrators of color is 8.2% which is an increase of 2.1% from FY2005 (6.1%).  
12  
13  
14  
15

16       *Date:     November 19, 2008*

# Demographic Report

Human Resources

November 2008



**Minnesota**  
STATE COLLEGES  
& UNIVERSITIES

## Table of Contents

Purpose of the Demographic Report .....	3
Employee Bargaining Units and Employee Groups.....	4
Faculty .....	5
Bargaining Unit Represented by Inter Faculty Organization (IFO) .....	5
Bargaining Unit Represented by Minnesota State College Faculty (MSCF) .....	5
Bargaining Unit Represented by Minnesota State University Association of Administrative & Service Faculty (MSUAASF).....	6
Administrators .....	6
Employees Covered by the Personnel Plan for Minnesota State Colleges and Universities Administrators.....	6
Staff .....	6
Bargaining Units Represented by American Federation of State, County, and Municipal Employees (AFSCME) .....	7
Bargaining Units Represented by Minnesota Nurses Association (MNA) .....	7
Bargaining Units Represented by Minnesota Government Engineers Council (MGEC).....	7
Bargaining Units Represented by Minnesota Association of Professional Employees (MAPE) .....	8
Bargaining Units Represented by MMA .....	8
Employees Covered by the Commissioner’s and Managerial Plans.....	9
Non-Bargaining Unit Employees .....	9
Grand Total.....	10
State of Minnesota Workforce and Minnesota State Colleges & Universities Share .....	11
Breakdown of Employees by Age & Years of Service .....	12
Employee Separation Statistics .....	14
Retirements and Average Age at Time of Retirement .....	17
Ethnicity of Faculty and Staff/ Administrators .....	18

## 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 as of the spring of 2008.

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) and the human resources Oracle Database (Hyperion). The FTE data is for the period 7/1 through 6/30 of each year. The headcount data is captured the same as previous years and is extracted on March 1<sup>st</sup> of each year.

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

- ◆ State of Minnesota's workforce and Minnesota State Colleges and Universities share
- ◆ A breakdown of employees by age and years of service within the various bargaining units
- ◆ Employee Separations in each of the last two (2) fiscal years
- ◆ Number of retirements and average age at the time of retirement in 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](mailto: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/Personnel Plan for Administrators

## Faculty

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

The terms and conditions of employment for all faculty positions are established in the collective bargaining agreement. Minnesota State Colleges and Universities Office of the Chancellor, Labor Relations staff negotiates the collective bargaining agreement with each faculty unit. Most vacant positions are filled through a campus-based search process, usually nationally or regionally based. 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	912	1,011.68	5	5.87	4	2.95	0	0.00	921	1,020.50
Associate Professor	576	653.78	13	14.14	33	36.79	0	0.00	622	704.71
Assistant Professor	596	664.46	9	10.49	226	235.23	0	0.00	831	910.18
Instructor	1	1.04	1	0.65	183	177.48	0	0.00	185	179.17
Community Faculty	0	0.00	0	0.00	0	0.00	434	106.39	434	106.39
Adjunct Faculty	0	0.00	0	0.00	0	0.00	1,145	210.45	1,145	210.45
<b>Totals</b>	<b>2,085</b>	<b>2,330.96</b>	<b>28</b>	<b>31.15</b>	<b>446</b>	<b>452.45</b>	<b>1,579</b>	<b>316.84</b>	<b>4,138</b>	<b>3,131.40</b>

### 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	613	633.53	1,654	1,911.20	565	711.21	2,832	3,255.94
Unlimited Part-time	16	9.56	93	73.28	46	35.60	155	118.44
Temporary Full-time	43	51.89	20	20.88	2	2.86	65	75.63
Temporary Part-time/Adjunct	575	303.26	1,183	627.11	257	134.08	2,015	1,064.45
Customized Training Faculty - Exclusive	8	0.22	47	8.64	47	16.19	102	25.05
<b>Totals</b>	<b>1,255</b>	<b>998.46</b>	<b>2,997</b>	<b>2,641.11</b>	<b>917</b>	<b>899.94</b>	<b>5,169</b>	<b>4,539.51</b>

*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*	45	39.55	21	20.17	2	2.22	3	2.62	71	64.56
Range D	92	89.86	36	30.10	1	1.31	16	15.25	145	136.52
Range C	138	133.80	78	73.54	28	21.88	17	14.70	261	243.92
Range B	42	41.08	99	90.32	40	35.44	30	24.39	211	191.23
Range A	1	0.50	0	0.00	2	0.86	2	1.59	5	2.95
<b>Totals</b>	<b>318</b>	<b>304.79</b>	<b>234</b>	<b>214.13</b>	<b>73</b>	<b>61.71</b>	<b>68</b>	<b>58.55</b>	<b>693</b>	<b>639.18</b>

\*Includes 4 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	25.00	7	7.00	5	5.00	37	37.00
Other Administrators	301	287.66	151	143.53	59	57.31	511	488.50
<b>Totals</b>	<b>326</b>	<b>312.66</b>	<b>158</b>	<b>150.53</b>	<b>64</b>	<b>62.31</b>	<b>548</b>	<b>525.50</b>

## 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 Minnesota Management & Budget (MMB) division 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 MMB.

*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)	115	114.70	156	155.79	0	0.00	271	270.49
Service Unit (203)	488	440.99	367	353.46	0	0.00	855	794.45
Healthcare Non-Professional Unit (204)	2	1.70	10	6.34	0	0.00	12	8.04
Clerical & Office Unit (206)	1,109	1,017.83	796	743.33	32	32.53	1,937	1,793.69
Technical Unit (207)	512	377.82	161	142.08	12	11.88	685	531.78
<b>Totals</b>	<b>2,226</b>	<b>1,953.04</b>	<b>1,490</b>	<b>1,401.00</b>	<b>44</b>	<b>44.41</b>	<b>3,760</b>	<b>3,398.45</b>

*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	4	2.93	12	8.65	0	0.00	16	11.58
<b>Totals</b>	<b>4</b>	<b>2.93</b>	<b>12</b>	<b>8.65</b>	<b>0</b>	<b>0.00</b>	<b>16</b>	<b>11.58</b>

*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	0	0.00	7	7.00	0	0.00	7	7.00
<b>Totals</b>	<b>0</b>	<b>0.00</b>	<b>7</b>	<b>7.00</b>	<b>0</b>	<b>0.00</b>	<b>7</b>	<b>7.00</b>

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

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

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Classified MAPE	422	386.88	349	304.14	164	146.41	935	837.43
Unclassified Academic Professionals	558	497.37	0	0.00	29	28.50	587	525.87
Unclassified Customized Training Representatives	153	143.46	0	0.00	0	0.00	153	143.46
<b>Totals</b>	<b>1,133</b>	<b>1,027.71</b>	<b>349</b>	<b>304.14</b>	<b>193</b>	<b>174.91</b>	<b>1,675</b>	<b>1,506.76</b>

*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	155	150.19	114	114.00	14	13.69	283	277.88
Unclassified Academic Supervisors	154	155.91	0	0.00	2	2.00	156	157.91
<b>Totals</b>	<b>309</b>	<b>306.10</b>	<b>114</b>	<b>114.00</b>	<b>16</b>	<b>15.69</b>	<b>439</b>	<b>435.79</b>

*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 MMB. 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 MMB.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Count	FTE	Count	FTE	Count	FTE	Count	FTE
Classified Commissioner's Plan	103	101.16	58	58.14	26	26.00	187	185.30
Unclassified Commissioner's Plan	1	1.00	0	0.00	9	8.41	10	9.41
Health Treatment Professionals	4	0.69	5	2.60	0	0.00	9	3.29
Managerial Plan	9	7.64	13	13.00	11	11.00	33	31.64
<b>Totals</b>	<b>117</b>	<b>110.49</b>	<b>76</b>	<b>73.74</b>	<b>46</b>	<b>45.41</b>	<b>239</b>	<b>229.64</b>

### 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	1,696	167.16	525	144.19	0	0.00	2,221	311.35
Non-bargaining staff	691	76.78	132	16.15	6	0.47	829	93.40
<b>Totals</b>	<b>2,387</b>	<b>243.94</b>	<b>657</b>	<b>160.34</b>	<b>6</b>	<b>0.47</b>	<b>3,050</b>	<b>404.75</b>

## Grand Total of Bargaining Unit Employees & Employee Groups

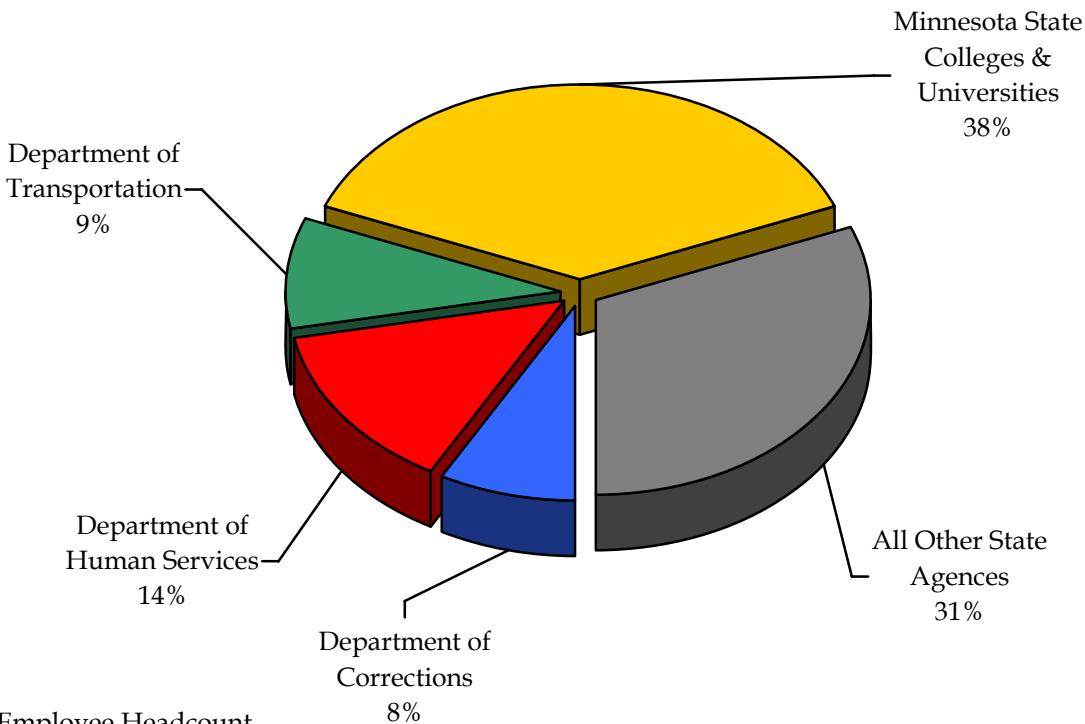
For any employer, the number of employees actively working varies from week to week and month to month. This is particularly true for employers with "seasonal" work cycles, such as institutions of higher education. An effort has been made to collect the data for these annual demographic reports at the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

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

Total of Bargaining Unit Employees and Employee Groups								
Employee Groups	State Colleges		State Universities		Office of the Chancellor		Totals	
	Count	FTE*	Count	FTE*	Count	FTE*	Count	FTE*
AFSCME - 202	115	114.70	156	155.79	0	0.00	271	270.49
AFSCME - 203	488	440.99	367	353.46	0	0.00	855	794.45
AFSCME - 204	2	1.70	10	6.34	0	0.00	12	8.04
MNA - 205	4	2.93	12	8.65	0	0.00	16	11.58
AFSCME - 206	1,109	1,017.83	796	743.33	32	32.21	1,937	1,793.37
AFSCME - 207	512	377.82	161	142.08	12	11.89	685	531.79
IFO - 209	0	0.00	4,138	3,131.40	0	0.00	4,138	3,131.40
MSCF - 210	5,169	4,539.51	0	0.00	0	0.00	5,169	4,539.51
MSUAASF - 211	0	0.00	693	639.18	0	0.00	693	639.18
Mn Engrs Council - 212	0	0.00	7	7.00	0	0.00	7	7.00
Health Trmt Prof - 213	4	0.69	5	2.60	0	0.00	9	3.29
MAPE - 214	1,133	1,027.71	349	304.14	193	174.91	1,675	1,506.76
MMA - 216	309	306.10	114	114.00	16	15.69	439	435.79
Commissioner's Plan - 217	104	102.16	58	58.14	35	34.76	197	195.06
Classified Managers - 220	9	7.64	13	13.00	11	11.00	33	31.64
Administrators - 220	326	312.44	158	150.17	64	62.31	548	524.92
<b>Subtotals:</b>	<b>9,284</b>	<b>8,252.22</b>	<b>7,037</b>	<b>5,829.28</b>	<b>363</b>	<b>342.77</b>	<b>16,684</b>	<b>14,424.27</b>
Non-bargaining unit faculty - 218	1,696	167.16	525	144.19	0	0.00	2,221	311.35
Non-bargaining unit staff - 218	691	76.78	132	16.15	6	0.47	829	93.40
<b>Subtotals:</b>	<b>2,387</b>	<b>243.94</b>	<b>657</b>	<b>160.34</b>	<b>6</b>	<b>0.47</b>	<b>3,050</b>	<b>404.75</b>
<b>Grand Totals:</b>	<b>11,671</b>	<b>8,496.16</b>	<b>7,694</b>	<b>5,989.62</b>	<b>369</b>	<b>343.24</b>	<b>19,734</b>	<b>14,829.02</b>

\*See Notes on pages 4 & 5.

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



Minnesota State Colleges & Universities is the largest state agency comprising 38% of the State of Minnesota 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 855 employees (45% of the unit), representing the largest proportion of the unit. Department of Human Services who employs approximately 12% of the unit, is the second largest.
- AFSCME BU206 (Clerical employees) Minnesota State Colleges and Universities employs 1,937 employees (37% of the unit). Minnesota State Colleges and Universities employs the largest proportion in this bargaining unit. The next largest is Public Safety with 9% of the unit.
- MAPE BU214 (General professional employees) Minnesota State Colleges and Universities employs 1,675 employees (14% of the unit), second to Human Services with 17% of the unit. Economic Security is third with 9% of the unit and Natural Resources is fourth with 8% of the unit.
- MMA BU216 (Supervisory employees) Minnesota State Colleges and Universities employs 429 supervisors (15% of the unit), second to Human Services with 15% of the unit and MnDOT is third with 12% of the unit.

## Breakdown of Employees by Age & Years of Service

More than 67% 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 12.0 years of service and the average age for a Minnesota State College & University faculty member is 50 with 11.7 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.

2008								
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	70	339	241	342	154	22	1,168
	After 5 through 8 years	1	78	77	140	78	12	386
	After 8 through 12 years		37	96	193	130	22	478
	After 12 through 18 years		7	94	192	174	32	499
	After 18 through 30 years			58	385	417	54	914
	After 30 years				72	218	25	315
<b>AFSCME Total</b>		<b>71</b>	<b>461</b>	<b>566</b>	<b>1,324</b>	<b>1,171</b>	<b>167</b>	<b>3,760</b>
MNA/MGEC - BU 205/212	0 through 5 years		1		1	4		6
	After 5 through 8 years							0
	After 8 through 12 years			2	1	4	1	8
	After 12 through 18 years			1	1	1		3
	After 18 through 30 years				2	4		6
	After 30 years							0
<b>MNA/MGEC Total</b>		<b>0</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>13</b>	<b>1</b>	<b>23</b>
MAPE - BU 214	0 through 5 years	14	260	171	135	37	4	621
	After 5 through 8 years		77	83	50	29	3	242
	After 8 through 12 years		46	105	86	54	1	292
	After 12 through 18 years		2	69	71	61	8	211
	After 18 through 30 years			20	126	99	10	255
	After 30 years				9	43	2	54
<b>MAPE Total</b>		<b>14</b>	<b>385</b>	<b>448</b>	<b>477</b>	<b>323</b>	<b>28</b>	<b>1,675</b>
MMA - BU216	0 through 5 years		25	21	30	12		88
	After 5 through 8 years		6	15	17	5		43
	After 8 through 12 years		3	22	16	19		60
	After 12 through 18 years		1	18	39	21		79
	After 18 through 30 years			8	56	60	4	128
	After 30 years				8	31	2	41
<b>MMA Total</b>		<b>0</b>	<b>35</b>	<b>84</b>	<b>166</b>	<b>148</b>	<b>6</b>	<b>439</b>

FY2008								
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	17	20	16	2	3	59
	After 5 through 8 years		1	4	5	1	1	12
	After 8 through 12 years		5	8	8	4	1	26
	After 12 through 18 years		1	8	16	5	1	31
	After 18 through 30 years			6	30	20		56
	After 30 years				10	11	1	22
<b>Commissioner's Plan/Health Trtmt Prof Total</b>		<b>1</b>	<b>24</b>	<b>46</b>	<b>85</b>	<b>43</b>	<b>7</b>	<b>206</b>
Classified Managers/ Administrators - BU 220	0 through 5 years		3	16	37	49	4	109
	After 5 through 8 years		2	17	19	19	7	64
	After 8 through 12 years		2	22	35	25	6	90
	After 12 through 18 years		1	20	43	31	4	99
	After 18 through 30 years			9	54	86	8	157
	After 30 years				5	46	11	62
<b>Classified Managers/Administrators Total</b>		<b>0</b>	<b>8</b>	<b>84</b>	<b>193</b>	<b>256</b>	<b>40</b>	<b>581</b>
MSUAASF - BU 211	0 through 5 years	8	128	58	40	26	1	261
	After 5 through 8 years		37	24	23	9	2	95
	After 8 through 12 years		12	44	36	16	3	111
	After 12 through 18 years			23	38	27	1	89
	After 18 through 30 years			2	54	48	4	108
	After 30 years				2	25	2	29
<b>MSUAASF Total</b>		<b>8</b>	<b>177</b>	<b>151</b>	<b>193</b>	<b>151</b>	<b>13</b>	<b>693</b>
IFO - BU 209	0 through 5 years	9	376	553	332	224	52	1,546
	After 5 through 8 years		36	191	193	121	36	577
	After 8 through 12 years		8	165	241	160	45	619
	After 12 through 18 years			57	196	219	58	530
	After 18 through 30 years			3	160	434	85	682
	After 30 years				2	93	89	184
<b>IFO Total</b>		<b>9</b>	<b>420</b>	<b>969</b>	<b>1,124</b>	<b>1,251</b>	<b>365</b>	<b>4,138</b>
MSCF - 210	0 through 5 years	7	350	491	398	260	42	1,548
	After 5 through 8 years		87	254	273	159	32	805
	After 8 through 12 years		26	272	287	204	38	827
	After 12 through 18 years			123	354	322	54	853
	After 18 through 30 years			11	311	523	76	921
	After 30 years				3	156	56	215
<b>MSCF Total</b>		<b>7</b>	<b>463</b>	<b>1,151</b>	<b>1,626</b>	<b>1,624</b>	<b>298</b>	<b>5,169</b>
<b>Grand Total:</b>		<b>110</b>	<b>1,974</b>	<b>3,500</b>	<b>5,196</b>	<b>4,979</b>	<b>925</b>	<b>16,684</b>
<b>Percentage of Total:</b>		<b>1%</b>	<b>12%</b>	<b>21%</b>	<b>31%</b>	<b>30%</b>	<b>6%</b>	

## Employee Separation Statistics

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

Bargaining Unit/ Personnel Plan	FY2007						FY2008					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
AFSCME (Craft, Maintenance & Labor Unit)	280	Headcount	10	1	7	18	271	Headcount	5		3	8
		Percentage of Total HC in BU	3.57%	0.36%	2.50%	6.43%		Percentage of Total HC in BU	1.85%	0.00%	1.11%	2.95%
		Average Age at time of sep	62.8		45.4	54.1		Average Age at time of sep	63.7		52.4	58.1
		Average YOS at time of sep	24.8		8.2	16.5		Average YOS at time of sep	23.9		17.2	20.6
AFSCME (Service Unit)	845	Headcount	20	2	60	82	855	Headcount	22		78	100
		Percentage of Total HC in BU	2.37%	0.24%	7.10%	9.70%		Percentage of Total HC in BU	2.57%	0.00%	9.12%	11.70%
		Average Age at time of sep	62.5		41.1	51.8		Average Age at time of sep	61.9		36.8	49.4
		Average YOS at time of sep	18.9		5.8	12.4		Average YOS at time of sep	22.7		3.8	13.3
AFSCME (Healthcare Non- Professionals Unit)	11	Headcount	0	0	1	1	12	Headcount	0	0	1	1
		Percentage of Total HC in BU	0.00%	0.00%	9.09%	9.09%		Percentage of Total HC in BU	0.00%	0.00%	8.33%	8.33%
		Average Age at time of sep			28.3	28.3		Average Age at time of sep			31.6	31.6
		Average YOS at time of sep			0.8	0.8		Average YOS at time of sep			1.1	1.1
AFSCME (Clerical Unit)	1,977	Headcount	56	1	137	194	1,937	Headcount	60	2	130	192
		Percentage of Total HC in BU	2.83%	0.05%	6.93%	9.81%		Percentage of Total HC in BU	3.10%	0.10%	6.71%	9.91%
		Average Age at time of sep	62.2		40.4	51.3		Average Age at time of sep	63.3		37.1	50.2
		Average YOS at time of sep	24.7		6.3	15.5		Average YOS at time of sep	25.7		3.8	14.8
AFSCME (Technical Unit)	681	Headcount	10	1	53	64	685	Headcount	4	1	78	83
		Percentage of Total HC in BU	1.47%	0.15%	7.78%	9.40%		Percentage of Total HC in BU	0.58%	0.15%	11.39%	12.12%
		Average Age at time of sep	62.9		40.2	51.6		Average Age at time of sep	64.0		38.5	51.3
		Average YOS at time of sep	26.1		4.9	15.5		Average YOS at time of sep	25.3		3.9	14.6

\*Total headcount (HC) in the bargaining unit (BU) includes total number of employees in bargaining unit with appointment status codes Permanent, Probationary, Tenured, Non-tenure track, At Will, and Externally funded as of 6/30/07 for FY2007 and 6/30/08 for FY2008.

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

Bargaining Unit/ Personnel Plan	FY2007						FY2008					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
MNA	19	Headcount	1	0	2	3	16	Headcount	0	0	1	1
		Percentage of Total HC in BU	5.26%	0.00%	10.53%	18.75%		Percentage of Total HC in BU	0.00%	0.00%	6.25%	6.25%
		Average Age at time of sep	64.6		51.7	58.2		Average Age at time of sep			31.6	31.6
		Average YOS at time of sep	35.5		4.1	19.8		Average YOS at time of sep			1.1	1.1
IFO	2,052	Headcount	55	4	58	117	2,575	Headcount	70	4	64	138
		Percentage of Total HC in BU	2.28%	0.10%	1.29%	5.70%		Percentage of Total HC in BU	2.28%	0.10%	1.29%	5.36%
		Average Age at time of sep	64.1		43.7	53.9		Average Age at time of sep	64.5		43.5	54.0
		Average YOS at time of sep	28.1		5.3	16.7		Average YOS at time of sep	27.1		6.3	16.7
MSCF	3,270	Headcount	92	5	100	197	3,154	Headcount	90	6	83	179
		Percentage of Total HC in BU	2.81%	0.15%	3.06%	6.02%		Percentage of Total HC in BU	2.85%	0.19%	2.63%	5.68%
		Average Age at time of sep	61.6		47.9	54.8		Average Age at time of sep	62.8		47.7	55.3
		Average YOS at time of sep	24.5		9.1	16.8		Average YOS at time of sep	24.2		7.6	15.9
MSUAASF	681	Headcount	9	0	64	73	693	Headcount	10	2	54	66
		Percentage of Total HC in BU	1.32%	0.00%	9.40%	10.72%		Percentage of Total HC in BU	1.44%	0.29%	7.79%	9.52%
		Average Age at time of sep	59.8		37.6	48.7		Average Age at time of sep	62.2		36.5	49.4
		Average YOS at time of sep	22.3		5.0	13.7		Average YOS at time of sep	30.1		4.7	17.4
Mn Engineers Council	7	Headcount	0	0	0	0	7	Headcount	0	0	0	0
		Percentage of Total HC in BU	0.00%	0.00%	0.00%	0.00%		Percentage of Total HC in BU	0.00%	0.00%	0.00%	0.00%
		Average Age at time of sep						Average Age at time of sep				
		Average YOS at time of sep						Average YOS at time of sep				
Health Treatment Professionals	10	Headcount	1	0	0	1	9	Headcount	0	0	2	2
		Percentage of Total HC in BU	10.00%	0.00%	0.00%	10.00%		Percentage of Total HC in BU	0.00%	0.00%	22.22%	22.22%
		Average Age at time of sep	59.3			59.3		Average Age at time of sep			59.4	59.3
		Average YOS at time of sep	33.6			33.6		Average YOS at time of sep			23.0	33.6

\*Total headcount (HC) in the bargaining unit (BU) includes total number of employees in bargaining unit with appointment status codes Permanent, Probationary, Tenured, Non-tenure track, At Will, and Externally funded as of 6/30/07 for FY2008 and 6/30/08 for FY2008.

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

Bargaining Unit/ Personnel Plan	FY2007						FY2008					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
MAPE	1,588	Headcount	14	1	158	173	1,675	Headcount	15	1	167	183
		Percentage of Total HC in BU	0.88%	0.06%	9.95%	10.89%		Percentage of Total HC in BU	0.90%	0.06%	9.97%	10.93%
		Average Age at time of sep	61.9		40.8	38.0		Average Age at time of sep	62.8		39.3	51.1
		Average YOS at time of sep	25.0		6.3	4.8		Average YOS at time of sep	23.5		6.1	14.8
MMA	432	Headcount	14	0	27	41	439	Headcount	10	1	25	36
		Percentage of Total HC in BU	3.24%	0.00%	6.25%	9.49%		Percentage of Total HC in BU	2.28%	0.23%	5.69%	8.20%
		Average Age at time of sep	61.4		45.0	53.2		Average Age at time of sep	61.3		47.8	54.6
		Average YOS at time of sep	31.3		9.4	20.4		Average YOS at time of sep	27.4		11.0	19.2
Commissioner's Plan	206	Headcount	6	0	17	23	197	Headcount	3	1	12	16
		Percentage of Total HC in BU	2.91%	0.00%	8.25%	11.17%		Percentage of Total HC in BU	1.52%	0.51%	6.09%	8.12%
		Average Age at time of sep	58.4		42.5	50.5		Average Age at time of sep	68.4		40.9	54.7
		Average YOS at time of sep	27.0		9.7	18.4		Average YOS at time of sep	29.3		8.5	18.9
Managerial Plan	31	Headcount	0	0	0	0	33	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				
Administrators	551	Headcount	10	0	34	44	548	Headcount	16	0	43	59
		Percentage of Total HC in BU	1.81%	0.00%	6.17%	7.99%		Percentage of Total HC in BU	2.92%	0.00%	7.85%	10.77%
		Average Age at time of sep	61.1		50.1	55.6		Average Age at time of sep	62.3		51.7	57.0
		Average YOS at time of sep	22.0		10.1	16.1		Average YOS at time of sep	26.7		8.7	17.7
Overall Total	12,641	Headcount	298	15	718	1,031	13,106	Headcount	305	18	741	1,064
		Percentage of Total HC in BU	2.36%	0.12%	5.68%	8.16%		Percentage of Total HC in BU	2.33%	0.14%	5.65%	8.12%
		Average Age at time of sep	62.3		42.3	52.3		Average Age at time of sep	63.2		40.8	52.0
		Average YOS at time of sep	25.2		6.7	16.0		Average YOS at time of sep	25.5		5.8	15.7

\*Total headcount (HC) in the bargaining unit (BU) includes total number of employees in bargaining unit with appointment status codes Permanent, Probationary, Tenured, Non-tenure track, At Will, and Externally funded as of 6/30/07 for FY2008 and 6/30/08 for FY2008.

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

## Retirements and Average Age at Time of Retirement

The percentages of retirements each fiscal year since merger has remained fairly steady. Recently, there has been a slight decrease in retirements. 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) employee concerns over personal retirement finances 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 any employees hired after 7/1/1989, or to any employees covered by the defined contribution plans.

Employee Groups	FY2007				FY2008				2-Year Average			
	Age 55+ w/min of 10 YOS	Retires	Avg Age	%	Age 55+ w/min of 10 YOS	Retires	Avg Age	%	Age 55+ w/min of 10 YOS	Retires	Avg Age	%
AFSCME - 202	98	10	63.3	10.20%	107	5	63.7	4.67%	103	8	63.5	7.32%
AFSCME - 203	177	21	63.9	11.86%	213	22	61.9	10.33%	195	22	62.9	11.03%
AFSCME - 204	5	0	0.0	0.00%	5	0	0.0	0.00%	5	0	0.0	0.00%
MNA - 205	5	1	65.1	20.00%	7	0	0.0	0.00%	6	1	65.1	8.33%
AFSCME - 206	515	56	62.7	10.87%	574	60	63.3	10.45%	545	58	63.0	10.65%
AFSCME -207	117	10	63.4	8.55%	141	4	64.0	2.84%	129	7	63.7	5.43%
IFO - 209	933	57	64.2	6.11%	1,130	70	64.5	6.19%	1,032	64	64.4	6.16%
MSCF - 210	1,164	100	62.3	8.59%	1,466	90	62.8	6.14%	1,315	95	62.6	7.22%
MSUAASF - 211	108	9	60.3	8.33%	124	10	62.2	8.06%	116	10	61.2	8.19%
Mn Engrs Council - 212	0	0	0.0	0.00%	1	0	0.0	0.00%	1	0	0.0	0.00%
Health Trmt Prof - 213	2	1	59.8	50.00%	1	0	0.0	0.00%	2	1	59.8	33.33%
MAPE - 214	195	15	62.2	7.69%	262	15	62.8	5.73%	229	15	62.5	6.56%
MMA - 216	130	15	62.1	11.54%	133	10	61.3	7.52%	132	13	61.7	9.51%
Commissioner's Plan - 217	45	6	58.9	13.33%	42	3	64.8	7.14%	44	5	61.9	10.34%
Mgrs/ Admin - 220	187	10	61.6	5.35%	208	16	62.3	7.69%	198	13	62.0	6.58%
<b>Totals:</b>	<b>3,681</b>	<b>311</b>	<b>62.8</b>	<b>8.45%</b>	<b>4,414</b>	<b>305</b>	<b>63.0</b>	<b>6.91%</b>	<b>4,048</b>	<b>308</b>	<b>62.6</b>	<b>7.61%</b>

The Annuitant Employment Program allows retired faculty members to return to work on a part-time basis. This program has 163 participants (147 faculty and 16 non-faculty) throughout the system. 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 77 participants throughout the system.

## 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 or Black	Asian or Native Hawaiian / Other Pacific Islander	Hispanic or Latino	American Indian or Alaska Native	Total Faculty, Staff or Admin of Color	Total # of Faculty, Staff or Admin that reported Racial/Ethnic Status	Grand Total Faculty, Staff or Admin	Faculty, Staff or Admin as a % of Total that reported Racial/Ethnic Status
2006	State College Faculty	148	128	81	89	446	8,930	8,961	5.0%
	State College Staff/Admin	145	113	61	74	393	4,898	4,909	8.0%
	<i>Subtotal:</i>	<i>293</i>	<i>241</i>	<i>142</i>	<i>163</i>	<i>839</i>	<i>13,828</i>	<i>13,870</i>	<i>6.1%</i>
	State University Faculty*	139	242	84	68	533	5,116	5,156	10.4%
	State University Staff/Admin	39	40	28	20	127	2,331	2,337	5.4%
	<i>Subtotal:</i>	<i>178</i>	<i>282</i>	<i>112</i>	<i>88</i>	<i>660</i>	<i>7,447</i>	<i>7,493</i>	<i>8.9%</i>
	Office of the Chancellor	14	13	6	0	33	347	349	9.5%
	<i>Subtotal:</i>	<i>14</i>	<i>13</i>	<i>6</i>	<i>0</i>	<i>33</i>	<i>347</i>	<i>349</i>	<i>9.5%</i>
<b>Grand Total:</b>	<b>485</b>	<b>536</b>	<b>260</b>	<b>251</b>	<b>1,532</b>	<b>21,622</b>	<b>21,712</b>	<b>7.1%</b>	
2007	State College Faculty	149	143	98	94	484	8,827	8,872	5.5%
	State College Staff/Admin	202	153	86	85	526	5,759	5,786	9.1%
	<i>Subtotal:</i>	<i>351</i>	<i>296</i>	<i>184</i>	<i>179</i>	<i>1010</i>	<i>14,586</i>	<i>14,658</i>	<i>6.9%</i>
	State University Faculty*	153	269	92	64	578	5,374	5,426	10.8%
	State University Staff/Admin	54	51	32	26	163	2,683	2,690	6.1%
	<i>Subtotal:</i>	<i>207</i>	<i>320</i>	<i>124</i>	<i>90</i>	<i>741</i>	<i>8,057</i>	<i>8,116</i>	<i>9.2%</i>
	Office of the Chancellor	19	22	7	2	50	430	433	11.6%
	<i>Subtotal:</i>	<i>19</i>	<i>22</i>	<i>7</i>	<i>2</i>	<i>50</i>	<i>430</i>	<i>433</i>	<i>11.6%</i>
<b>Grand Total:</b>	<b>577</b>	<b>638</b>	<b>315</b>	<b>271</b>	<b>1,801</b>	<b>23,073</b>	<b>23,207</b>	<b>7.8%</b>	
2008	State College Faculty	163	157	101	90	511	8,828	8,881	5.8%
	State College Staff/Admin	193	143	77	82	495	4,825	4,843	10.3%
	<i>Subtotal:</i>	<i>356</i>	<i>300</i>	<i>178</i>	<i>172</i>	<i>1006</i>	<i>13,653</i>	<i>13,724</i>	<i>7.4%</i>
	State University Faculty*	172	284	102	65	623	5,635	5,691	11.1%
	State University Staff/Admin	54	41	29	25	149	2,491	2,497	6.0%
	<i>Subtotal:</i>	<i>226</i>	<i>325</i>	<i>131</i>	<i>90</i>	<i>772</i>	<i>8,126</i>	<i>8,188</i>	<i>9.5%</i>
	Office of the Chancellor	19	22	7	4	52	441	442	11.8%
	<i>Subtotal:</i>	<i>19</i>	<i>22</i>	<i>7</i>	<i>4</i>	<i>52</i>	<i>441</i>	<i>442</i>	<i>11.8%</i>
<b>Grand Total:</b>	<b>601</b>	<b>647</b>	<b>316</b>	<b>266</b>	<b>1,830</b>	<b>22,220</b>	<b>22,354</b>	<b>8.2%</b>	

\*Includes MSUAASF Administrative Faculty and IFO Teaching Faculty.

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

Data Source for the Demographic Report: MnSCU HR Oracle Database (Hyperion)/HR Empl Person Current Table

Prepared by: Office of the Chancellor, Systemwide Human Resource

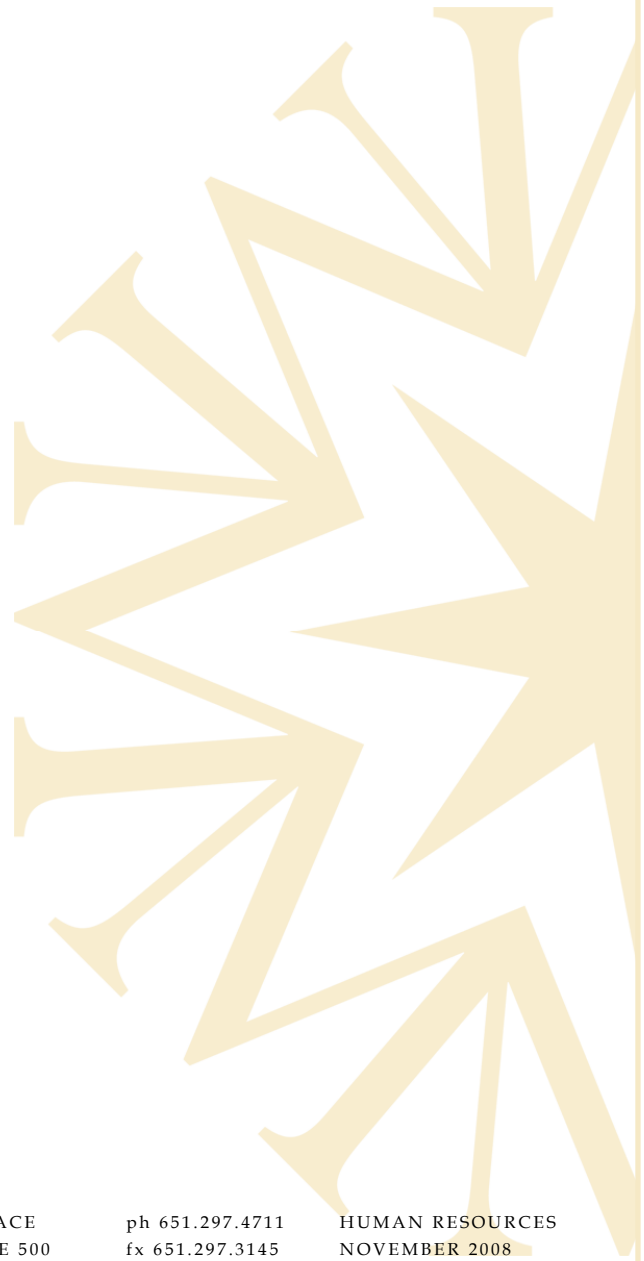


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