
George Mason University

 Diversity
F A C T S

in Brief

January 2002

Prepared by the Office of
the Vice President and
University Equity Officer

The annual “Diversity Facts in Brief” is presented by the University Equity Office (UEO) at the request of the Board of Visitors’ (BOV) Equal Employment Opportunity and Affirmative Action (EEO/AA) Committee. This report provides an update on the status of diversity at George Mason University and constitutes a snapshot of the racial, gender, and ethnic diversity on campus rather than a snapshot of affirmative action efforts.

The term “diversity” is used in this report to describe the variety of students and employees at George Mason. The Northern Virginia and Washington, D.C., area is very diverse, and this report attempts to review whether George Mason reflects this diversity.

This report for the most part, focuses on student enrollment and employee information for fall 2001.

Table of Contents

National Enrollment Trends	1
George Mason University and Census Comparison	2
Enrollment Statistics in Context	2

Student Enrollment

Student Enrollment Fall 2000 and Fall 2001	4
Student Enrollment by Ethnicity	4
Ethnicity Trends in Student Enrollment	5
Nonresident International Students Analysis	6
Student Gender Statistics	9
Undergraduate Degree-Seeking Students	10
Graduate Degree-Seeking Students	11
Intercollegiate Athletes	12
Degree Recipients	13

Personnel

Ethnic Distribution of University Personnel	14
Faculty	15
Gender at George Mason University	16
Glossary	(inside back cover)

The data in this report were drawn from the fall 2001 student and employee census files. The University Equity Office gratefully acknowledges Mr. Kenneth Lee and Mr. Michael Wood of the Office of Institutional Research and Reporting (IRR) for their assistance in creating this report, and Ms. Michelle Meagher and Mr. Arash Habibzadeh for their invaluable assistance.

National Enrollment Trends

According to U.S. Census reports, there has been a steady increase both in high school completions and college-university enrollments over the past 30 years. The proportion of white Americans between the ages 18 and 24 who complete high school has remained relatively steady. However, the proportion of black Americans between the ages of 18 and 24 who complete high school has steadily increased, from 60 percent in 1970 to 77 percent in 2000. The proportion of Hispanic Americans who complete high school has fluctuated from 58 percent in 1975 (the first year data was collected for Hispanic Americans) to 63 percent in 1985 and to 60 percent in 2000. Data for other racial-ethnic groups has not been consistently recorded by the U.S. Census and is therefore not included

Proportion of 18 to 24 Year Olds Who Have Completed High School U.S. Census Historical Data

	1970	1975	1980	1985	1990	1995	2000
White	81%	83%	83%	84%	82%	82%	82%
Black	60%	65%	70%	76%	77%	77%	77%
Hispanic		58%	54%	63%	54%	59%	60%

Enrollment Statistics in Context

The counties considered to compose Northern Virginia (Arlington, Alexandria, Fairfax, Fauquier, Loudoun, and Prince William) are very different from one another. Of these counties, Arlington and Alexandria are the most diverse, with both having particularly large Hispanic populations (19 percent and 15 percent respectively), and with Alexandria having a large African American population (23 percent).

Although comparisons are difficult, the student population of George Mason University is not entirely different from that of its surrounding community.

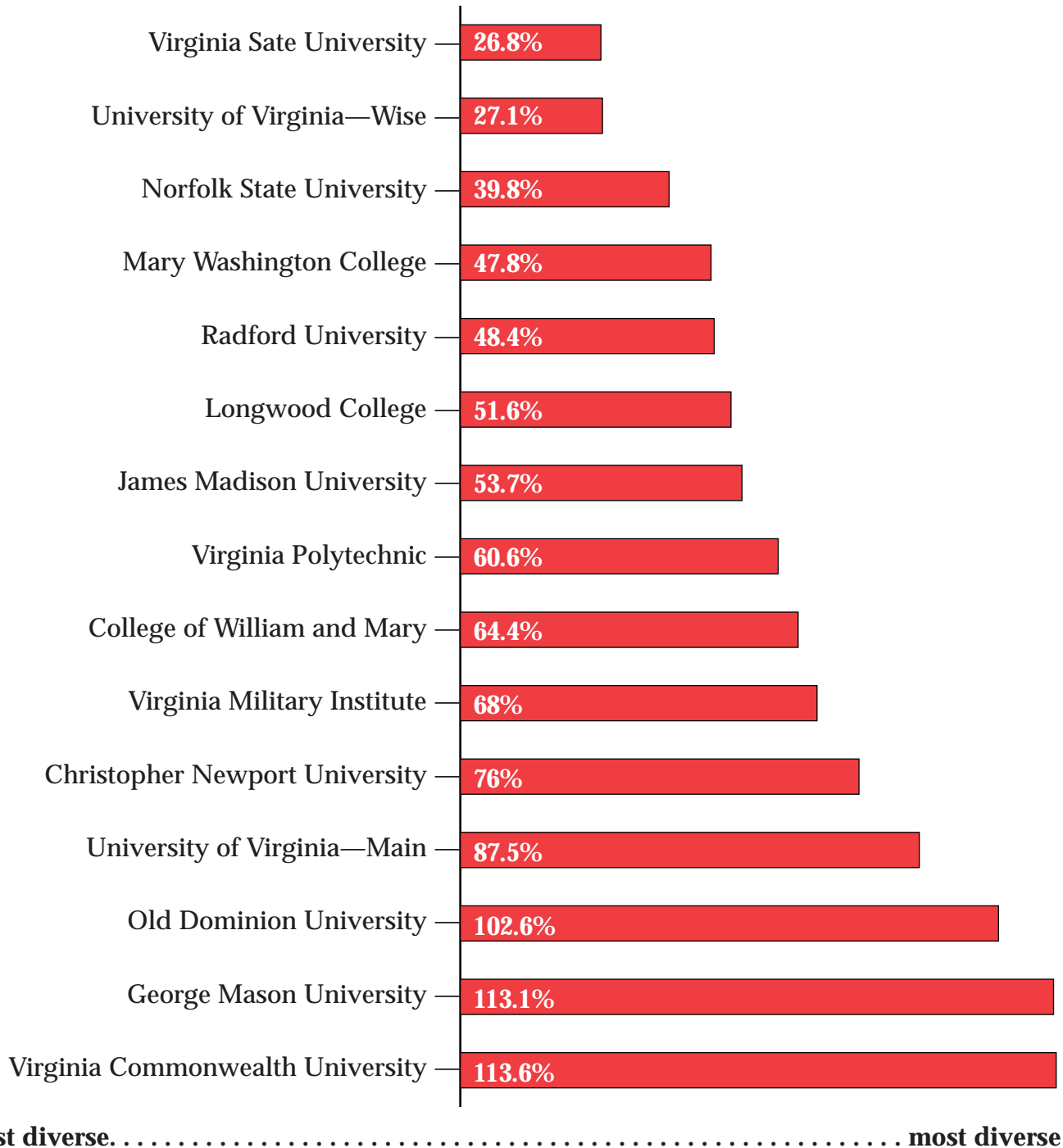
Race-Ethnic Distribution Fall 2001 Enrollment and 2000 U.S. Census

	GMU Total	Virginia	Northern Virginia	Fairfax
White	71.20%	67.70%	68%	58.90%
Asian	13.40%	3.70%	3.80%	13.10%
Black	8.90%	19.60%	19.20%	8.60%
Hispanic	6.20%	4.70%	4.70%	11%
Indian	0.40%	0.30%	0.30%	0.30%
Other	0%	4%	4%	8.20%

Enrollment Statistics in Context

Among four year, publicly funded universities in Virginia, George Mason University is one of the most diverse institutions, second only to Virginia Commonwealth University (VCU). Although one-third of these schools have larger African American populations, George Mason has the highest proportion of Asian American students in the state (16 percent), the highest proportion of Hispanic American students (7.1 percent), and is second only to VCU in its international population (8.3 percent at VCU, 3.8 percent at George Mason).

Virginia Public Universities Fall 1999 Enrollment by Diversity Quotient



■ Student Enrollment

Current Status

The student population at George Mason University increased 6.3 percent in fall 2001. George Mason continues to be a very diverse educational institution, which is reflective of the entire Northern Virginia community. The total nonresident international student population, as well as the undergraduate and graduate degree-seeking populations increased by more than 5 percent from fall 2000.

George Mason enrolled 6,921 domestic minority students. Minority students now represent 27.1 percent of the total student enrollment. Asian American students remain the largest group of minorities, with 2,944 total students on campus. Minorities represent 33 percent of the new freshman class, with Asian Americans contributing 19 percent of the class, African Americans 8 percent, and Hispanic Americans 7 percent.

Trends

George Mason has grown by 20.3 percent in total student enrollment since 1990. During the past 10 years, enrollment has been higher among minority groups than among nonminorities. Since 1991, the number of African American students has increased by more than 94 percent, Asian American students by 69 percent, and Hispanic American students by 111 percent. The Hispanic American student population at George Mason is the fastest growing minority population on campus.

Despite the addition of three new students in fall 2001, the number of Native American students has decreased since fall 1991.

Student Enrollment for Fall 2000 and Fall 2001

	Total		White*	African American	Asian American	Hispanic American	Native American
Fall 2000							
Total Students	23,408	No.	17,068	1,959	2,944	1,365	81
		%	72.9%	8.4%	12.6%	5.8%	0.3%
Degree Undergraduates	14,485	No.	9,683	1,344	2,336	1,072	50
		%	66.8%	9.3%	16.1%	7.4%	0.3%
New Freshmen**	2,169	No.	1,459	177	373	155	5
		%	67.3%	8.2%	17.2%	7.1%	0.2%
Degree Graduate	6,044	No.	4,961	418	459	188	18
		%	82.1%	6.9%	7.6%	3.1%	0.3%
Law***	714	No.	636	15	44	16	3
		%	89.1%	2.1%	6.2%	2.2%	0.4%
Nondegree	2,165	No.	1,788	182	105	80	10
		%	82.6%	8.4%	4.8%	3.7%	0.5%
Fall 2001							
Total Students	24,897	No.	17,976	2,144	3,214	1,479	84
		%	72.2%	8.6%	12.9%	5.9%	0.3%
Degree Undergraduate	15,312	No.	10,133	1,433	2,539	1,150	57
		%	66.2%	9.4%	16.6%	7.5%	0.4%
New Freshmen**	2,146	No.	1,402	173	409	155	7
		%	65.3%	8.1%	19.1%	7.2%	0.3%
Degree Graduate	6,418	No.	5,227	468	501	206	16
		%	81.4%	7.3%	7.8%	3.2%	0.2%
Law***	763	No.	689	9	46	16	3
		%	90.3%	1.2%	6.0%	2.1%	0.4%
Nondegree	2,404	No.	1,927	234	128	107	8
		%	80.2%	9.7%	5.3%	4.5%	0.3%

* Nonresident international students are included in this category.

** New freshmen are also included in the undergraduate total.

*** Law students are also included in degree-seeking graduate total.

Student Enrollment by Ethnicity

	1991	2001	% change
Total Students	20,693	24,897	20.3
African American	1,101	2,144	94.7
Other Minority Total	2,702	4,777	76.8
Asian	1,897	3,214	69.4
Hispanic	701	1,479	111
Native American	104	84	-19.2
White*	16,890	17,976	6.4

* Nonresident international students are included in this category.

Ethnicity Trends in Student Enrollment

		1988	1990	1992	1994	1996	1998	2001
African American	Undergraduate	675	782	852	982	1,108	1,255	1,433
	New Freshmen*	126	134	143	181	207	206	173
	Graduate	130	129	205	287	401	414	468
	Law	31	53	44	38	25	19	9
	Nondegree	69	60	73	102	317	271	234
Asian American	Undergraduate	986	1,259	1,616	1,861	2,088	2,212	2,539
	New Freshmen*	170	267	306	317	313	380	409
	Graduate	129	209	278	453	511	516	501
	Law	5	16	23	27	32	49	46
	Nondegree	107	115	156	112	181	162	128
Hispanic American	Undergraduate	412	456	575	691	806	977	1,150
	New Freshmen*	59	75	93	124	134	158	155
	Graduate	39	89	126	175	207	201	206
	Law	3	9	16	11	4	21	16
	Nondegree	47	51	57	61	126	91	107
Native American	Undergraduate	49	70	85	58	58	58	57
	New Freshmen*	6	7	9	3	13	9	7
	Graduate	13	11	13	15	14	23	16
	Law	1	0	1	2	1	4	3
	Nondegree	8	8	4	6	12	8	8
White American	Undergraduate	9,956	10,129	9,591	9,015	8,797	8,810	10,133
	New Freshmen*	1,432	1,271	1,221	1,151	1,227	1,312	1,402
	Graduate	3,334	3,847	4,460	5,058	5,399	5,061	5,227
	Law	621	708	579	602	627	647	689
	Nondegree	1,712	1,611	1,697	1,396	2,582	2,046	1,927
Total	Undergraduate	12,461	13,048	13,099	12,956	13,292	13,803	15,312
	New Freshmen*	1,823	1,814	1,772	1,820	1,953	2,110	2,146
	Graduate	3,873	4,592	5,434	4,987	7,078	6,828	6,418
	Law	663	787	663	680	691	741	763
	Nondegree	1,968	1,881	2,039	1,741	3,307	2,638	2,404
Grand Total	Minority	2,703	3,317	4,066	4,881	5,892	6,279	6,921
	Percent	14.3%	16.3%	19.5%	22.4%	24.2%	26.2%	27.8%
	Nonresident Alien	639	696	752	822	950	1,167	1,686
	All	18,965	20,308	20,829	21,774	24,368	24,010	24,897

* New freshmen are also included in the undergraduate total.

Nonresident International Student (NRIS) Analysis by Country of Origin, 2001

Total Student Headcount 1,686		Minority Students 1,385				Percentage of Total NRIS 82.1%	
Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Afghanistan	.	1	.	.	3	.	4
Albania	2	.	2
Algeria	.	.	.	1	.	.	1
Angola	1	.	1
Argentina	.	.	11	1	1	.	13
Australia	.	.	.	2	.	1	3
Austria	.	.	.	2	2	.	4
Azerbaijan	.	1	.	.	.	.	1
Bahamas	2	.	.	.	1	.	3
Bahrain	.	4	.	.	1	.	5
Bangladesh	.	12	.	.	2	.	14
Barbados	2	2
Bhutan	.	1	.	.	.	1	2
Bolivia	.	.	3	.	.	.	3
Botswana	1	.	1
Brazil	.	1	5	6	4	.	16
Bulgaria	.	.	.	2	2	.	4
Byelarus	.	.	1	.	.	.	1
Cameroon	2	.	.	.	1	.	3
Canada	2	3	.	15	1	1	22
Caroline Islands	1	.	1
Chile	.	.	3	1	.	.	4
China	.	107	.	.	6	1	114
Colombia	.	.	6	.	1	1	8
Costa Rica	.	.	3	.	.	.	3
Croatia	1	1
Cyprus	.	.	.	1	2	.	3
Czechoslovakia	.	.	.	3	.	.	3
Denmark	.	.	.	1	.	.	1
Dominican Republic	.	.	1	.	.	.	1
Ecuador	.	.	2	.	1	.	3
Egypt	.	.	.	3	12	1	16
El Salvador	.	.	4	1	.	.	5
Ethiopia	7	.	.	.	4	1	12
Finland	.	2	.	.	.	.	2
France	.	1	.	8	1	.	10
Gambia	1	.	.	.	.	.	1
Gaza Strip	1	.	1
Germany	.	.	.	9	1	2	12
Ghana	4	.	.	.	1	.	5
Greece	.	.	.	4	2	.	6
Grenada	1	.	.	.	.	.	1

Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Guadeloupe	1	.	1
Guyana	.	2	.	.	1	.	3
Haiti	.	1	.	.	.	.	1
Honduras	.	.	2	.	.	.	2
Hong Kong	.	7	.	.	.	.	7
Hungary	1	.	1
Iceland	.	.	.	2	.	.	2
India	.	200	.	.	10	8	218
Indonesia	.	6	.	.	1	.	7
Iran	.	7	.	4	1	.	12
Iraq	.	1	.	.	.	.	1
Israel	.	1	.	3	1	1	6
Italy	.	.	.	7	2	.	9
Ivory Coast	2	.	.	.	.	.	2
Jamaica	11	.	.	.	2	.	13
Japan	.	51	.	.	.	.	51
Jordan	1	1	.	6	4	3	15
Kazakhstan	.	.	.	1	.	.	1
Kenya	2	2	.	.	3	.	7
Kuwait	.	1	.	4	5	1	11
Lebanon	.	1	.	1	3	.	5
Liberia	1	.	1
Luxembourg	1	1
Malawi	1	.	.	.	.	.	1
Malaysia	.	6	.	.	.	.	6
Malta	.	.	.	4	1	.	5
Mauritius	1	1	.	.	.	.	2
Mexico	.	.	6	.	.	.	6
Moldova	.	.	.	3	.	.	3
Morocco	1	1	.	3	8	.	13
Mozambique	1	1
Nepal	.	3	.	.	.	.	3
Netherlands	.	2	.	2	1	.	5
New Zealand	.	.	.	1	.	.	1
Nicaragua	.	.	1	.	.	.	1
Nigeria	8	.	.	.	1	.	9
Norway	.	.	.	4	.	.	4
Oman	.	3	.	.	3	.	6
Pakistan	.	39	.	2	5	3	49
Peru	.	.	12	.	.	.	12
Philippines	.	31	1	.	.	.	32
Poland	.	.	.	3	.	.	3
Qatar	1	.	1
Republic of Korea	.	57	.	1	1	.	59
Romania	.	.	.	5	3	.	8
Russia	.	1	.	11	6	.	18
Saudi Arabia	.	6	.	11	44	4	65

Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Sierra Leone	2	.	.	.	1	.	3
Singapore	.	2	.	.	.	.	2
Somalia	1	1
South Africa	.	.	.	3	1	.	4
Spain	.	.	2	10	.	.	12
Sri Lanka	.	1	.	.	.	.	1
Sudan	1	1
Sweden	.	1	.	11	3	1	16
Switzerland	.	.	.	1	1	1	3
Syria	.	.	.	3	1	.	4
Taiwan	.	25	.	.	.	1	26
Tajikistan	1	1
Tanzania	2	.	.	.	.	1	3
Thailand	.	42	1	.	.	.	43
Trinidad and Tobago	.	1	.	1	2	.	4
Tunisia	.	1	.	.	.	.	1
Turkey	.	1	1	20	18	8	48
Uganda	1	.	.	.	.	1	2
Ukraine	.	.	.	2	.	.	2
United Arab Emirates	.	3	.	3	4	.	10
United Kingdom	.	2	.	18	2	.	22
Uruguay	.	.	1	.	.	.	1
Uzbekistan	.	.	.	1	.	.	1
Venezuela	.	.	11	.	.	1	12
Vietnam	.	13	.	.	.	1	14
Yemen	.	1	.	1	9	1	12
Yugoslavia	.	.	.	3	.	1	4
Zimbabwe	1	.	.	.	.	.	1
Unknown	2	17	2	9	6	3	39
All	74	956	103	236	252	55	1,686

In order to understand the true diversity of George Mason, it is necessary to understand that it is an international university. George Mason international students represent 118 countries and bring a global perspective to the institution. Interactions between students help prepare American students for the future and the inevitable global society.

There are 1,686 nonresident international students on campus, up from 1,302 students in 2000. Additional information about international students at George Mason may be found in the *University Factbook* under “Nonresident Aliens.”

When the number of nonresident international students of color are added to the population of American minorities on campus, the actual ethnic and racial diversity of George Mason is increased to 33 percent of the total student population. The number of nonresident international students of color has increased by 10 percent, or 97 students, since fall 1999.

Student Gender Statistics

George Mason student gender statistics demonstrate that 56 percent of the undergraduate and graduate student body are female. A review of gender statistics at George Mason is essential because of the university's responsibilities under Title IX of the 1972 Education Amendments and the Equity in Athletics Disclosure Act. George Mason reflects the national trend of decreasing enrollments for males in colleges and universities.

Student Gender Statistics at George Mason

	Fall 2000 Data					Fall 2001 Data				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Undergraduate										
New Freshmen	1,005	46	1,164	53	2,169	979	46	1,167	54	2,146
Lower Div.	2,034	45	2,525	55	4,559	2,257	46	2,676	54	4,933
Upper Div.	3,351	43	4,406	57	7,757	3,490	42	4,743	58	8,233
Undergraduate Total*	6,700	44	8,486	56	15,186	6,934	44	8,868	56	15,802
Graduate										
Master's	2,005	42	2,766	58	4,771	2,188	43	2,949	57	5,115
Doctoral	734	58	539	42	1,273	754	58	549	42	1,302
Law School	415	58	299	42	714	439	58	324	42	763
Graduate Total*	3,141	42	4,367	58	7,508	3,563	43	4,769	57	8,332
Total *	10,256	44	13,152	56	23,408	10,936	44	13,961	56	24,897

* These totals represent a student headcount and include nondegree- and degree-seeking students. See IRR's "Fall 2001 Glimpse" for full details.

Undergraduate Degree-Seeking Students

Since fall 2000, the undergraduate headcount has increased by 827 students. In 1999, 33 percent of degree-seeking undergraduates were minorities. In fall 2001, that number decreased to 30 percent. African Americans represent 9.4 percent of undergraduate degree-seeking students at George Mason. Asian Americans represent 17 percent, Hispanic Americans represent 7.5 percent, and Native Americans represent 0.4 percent of undergraduate degree-seeking students. White students represent 62 percent of George Mason's degree-seeking undergraduate students. Since fall 2000, there has been an 87 percent increase in nonresident international students who are seeking undergraduate degrees.

Among African American undergraduate students, 48 percent are in the College of Arts and Sciences (CAS) and 21 percent are in the School of Management (SOM). CAS and SOM enroll 69 percent of all African American students, 59 percent of Asian American students, 68 percent of Hispanic American students, and 69 percent of white American students. Eight percent of African American, 10 percent of Asian American, 13 percent of Hispanic American, and 11 percent of white American students are undeclared.

In fall 2001, for all undergraduate degree-seeking students at George Mason, the most popular units were CAS, SOM, New Century College (NCC), the School of Information Technology and Engineering (IT&E), and the College of Nursing and Health Science (CNHS). A statistic of note: The number of undergraduates seeking a degree from the College of Visual and Performing Arts (CVPA) increased, for the second year in a row, by 78 percent (357 students) from fall 2000. CAS and SOM remain the most popular schools for all ethnic groups at the undergraduate level.

Undergraduate Degree-Seeking Student Enrollment by School/College, Fall 2001

	Total	African American		Asian American		Hispanic American		Native American		NRIS		White American	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
CAS	6,542	684	10.5	581	8.9	493	7.5	24	0.4	173	2.6	4,587	70.1
SOM	3,542	301	8.5	944	26.7	267	7.5	13	0.4	229	6.9	1,788	50.5
IT&E	1,983	137	6.9	576	29.0	143	7.2	6	0.3	169	8.5	952	48.0
CNHS	678	134	19.8	77	11.4	52	7.7	5	0.7	23	3.4	387	57.1
CVPA	835	67	8.0	100	12.0	67	8.0	3	0.4	29	3.5	569	68.1
GSE	303	26	8.6	19	6.3	14	4.6	1	-	6	2.0	237	78.2
Undec.	1,429	84	5.9	242	16.9	114	8.0	5	0.3	30	2.1	954	66.8
Total*	15,312	1,433	9.4	2,539	16.6	1,150	7.5	57	0.4	659	4.3	9,474	61.9

* Includes guest matriculants and extended studies students.

Note: There are no undergraduate programs in School of Computational Sciences (SCS), Institute for Conflict Analysis and Resolution (ICAR), or School of Public Policy (SPP).

Graduate Degree-Seeking Students

Mason's graduate student population reflects national trends with regard to graduate enrollment. After two years of decline in degree-seeking graduate students, in fall 2001 Mason saw a 6 percent increase in graduate enrollment. The greatest growth in graduate programs occurred in IT&E, where there was a 15 percent increase from fall 2000 in the number of total graduate students. Additionally, CVPA experienced a 192 percent increase in graduate enrollment, from 25 graduate students in fall 2000 to 73 graduate students in fall 2001. The largest increase in graduate degree-seeking students occurred in the nonresident international students category, up 24 percent from fall 2000.

The Graduate School of Education (GSE) has the largest number of African American and Hispanic American graduate students. IT&E enrolls the largest number, by far, of Asian American graduate students, and GSE enrolls the largest number of Native American graduate students.

Graduate Degree-Seeking Student Enrollment by School/College, Fall 2001

	Total	African American		Asian American		Hispanic American		Native American		NRIS		White* American	
		N	%	N	%	N	%	N	%	N	%	N	%
CAS	1,482	96	6.5	55	3.7	57	3.8	4	0.3	95	6.4	1,175	79.3
GSE	1,638	163	10.0	49	3.0	61	3.7	5	0.3	38	2.3	1,322	80.7
IT&E	1,928	106	5.5	309	16.0	45	2.3	4	0.2	608	31.5	856	44.4
CNHS	291	29	10.0	20	6.9	6	2.1	-	-	21	7.2	215	73.9
CVPA	73	3	4.1	2	2.7	3	4.1	-	-	4	5.5	61	83.6
SCS*	196	11	5.6	16	8.3	5	2.6	-	-	49	25.0	115	58.7
ICAR	130	12	9.2	3	2.3	3	2.3	-	-	33	25.4	79	60.8
SPP**	419	41	9.8	19	4.5	18	4.3	3	0.7	72	17.2	266	63.5
SOM	261	7	2.7	28	10.7	8	3.1	-	-	17	6.5	201	77.0
Law	763	9	1.2	46	6.0	16	2.1	3	0.4	1	0.1	688	90.3
Total	7,181	477	6.6	547	7.6	222	3.1	21	0.2	938	13.1	4,978	69.3

* School of Computational Sciences (formerly the Institute for Computational Sciences and Informatics).

** School of Public Policy (formerly the Institute for Public Policy and the International Institute).

Intercollegiate Athletes

This is a new feature for this report. The important aspects of the student athlete gender statistics demonstrate that George Mason University is one of only a small number of Division I schools to be in compliance with Title IX. These charts underscore the effort that Intercollegiate Athletics (ICA) has put into recruitment of coaches, staff, and the student athletes and demonstrates that the ICA administration is very sensitive to ensuring the balanced programs necessary for complying with Title IX.

ICA is reflective of the university population at large. The student population is 72 percent white, while 70 percent of the student athlete group is white; 8 percent of the student population is African American, while 16 percent of the athlete group is African American; 12 percent of the student population is Asian American, while 3 percent of the athlete group is Asian American; 6 percent of the student population is Hispanic American, while 3 percent of the athlete group is Hispanic American.

Ethnic Distribution of Student-Athletes for Fall 2001

	Male	Female	Total
African American	34	25	59 (16%)
Asian American	12	4	16 (4%)
Hispanic American	8	2	10 (3%)
Non-Resi/Int'l	18	9	27 (7%)
White	106	151	257 (70%)
Total	178	191	369 (100%)

Student-Athlete Gender Statistics

	Male	Female	Total
Total	178	191	369
% of Total	48%	52%	100%

ICA Personnel Gender Statistics for Fall 2001

	Male	%	Female	%	Total (%)
Administrators	16	59%	11	41%	27 (100%)
Coaches	25	58%	16	42%	43 (100%)
Staff	9	35%	17	65%	26 (100%)
Total (%)	50	53%	46	47%	96 (100%)

Ethnic Distribution of ICA Personnel for Fall 2001*

	African American	Asian American	Hispanic American	White American	Total
Administrators					
Male	2	1	1	12	16
Female	1	1	-	9	11
(%)	11%	7%	4%	78%	100%
Coaches					
Male	5	1	1	18	25
Female	5	2	-	11	18
(%)	23%	7%	3%	67%	100%
Staff					
Male	3	-	-	6	-
Female	2	-	-	15	-
(%)	19%	-	-	81%	-
Total (%)	18 (19%)	5 (5%)	2 (2%)	71 (74%)	96 (100%)

*There were no non-resident international administrators, coaches, or staff.

Degree Recipients

George Mason granted 4,918 degrees in 2001, including 2,812 baccalaureate degrees, 1,762 master's degrees, 138 doctoral degrees, and 206 law degrees. The total number of degrees granted was lower compared to the 5,045 granted in 2000.

Of significance is the granting of 10 doctoral degrees to African Americans, 1 to a Hispanic American, 7 to Asian Americans, and 1 to a Native American.

George Mason's School of Law granted 206 degrees in 2000–2001, with 25 going to minorities, including 11 to Asian Americans.

Degrees Conferred in 2000–2001

- 368 African Americans received degrees: 233 baccalaureate, 119 master's, 10 doc-total, and 6 law degrees. The number of African Americans receiving degrees from George Mason increased by 77 from May 1999. Of these, there was a 25 percent increase in master's degrees awarded.
- 563 Asian Americans received degrees: 419 baccalaureate, 126 master's, 7 doctoral, and 11 law degrees.
- 266 Hispanic Americans received degrees: 187 baccalaureates, 71 master's, 2 doctoral, and 6 law degrees, in 2000.
- 22 Native Americans received degrees: 17 baccalaureate, 3 master's, and 2 law degrees.

Translated into percentages, African Americans were awarded 8 percent of all baccalaureate degrees; Asian Americans, 15 percent; Hispanic Americans, 7 percent; Native Americans, less than 0.4 percent of baccalaureate degrees awarded in May 2001.

Degrees Conferred by Degree Type

	'92-'93	'95-'96	'98-'99	'00-'01
African American				
Baccalaureate	137	156	177	233
Graduate Total	44	77	105	129
Master's	41	73	95	119
Doctorate	3	4	10	10
Law	19	14	9	6
Total	200	247	291	368
Asian American				
Baccalaureate	293	351	428	419
Graduate Total	66	117	136	133
Master's	66	114	128	126
Doctorate	-	3	8	7
Law	8	7	15	11
Total	367	475	579	563
Hispanic American				
Baccalaureate	116	132	170	193
Graduate Total	28	55	56	67
Master's	25	50	55	66
Doctorate	3	5	1	1
Law	3	3	1	6
Total	147	190	227	266
Native American				
Baccalaureate	21	11	9	9
Graduate Total	2	4	1	7
Master's	1	3	1	6
Doctorate	1	1	-	1
Law	2	-	2	2
Total	25	16	12	18
White American				
Baccalaureate	2,391	2,005	1,975	1,958*
Graduate Total	1,224	1,610	1,675	1,564*
Master's	1,148	1,526	1,558	1,445*
Doctorate	76	84	117	119*
Law	196	168	188	181*
Total	3,811	3,783	3,838	3,703*
Grand Totals				
Baccalaureate	2,958	2,655	2,757	2,812
Graduate Total	1,364	1,863	1,973	1,900
Master's	1,281	1,776	1,837	1,762
Doctorate	83	97	136	138
Law	226	194	213	206
Total	4,548	4,712	4,943	4,918

* Includes a total of 339 degrees to nonresident international students.

■ Personnel

Minority employees represent 16 percent of George Mason's workforce. Since 1989, George Mason's workforce has grown by 56 percent (1,101 employees), and of these 1,101 employees, 655 are faculty members.

The number of minority employees increased from 228 in 1989 to 546 in 2001. The number of minorities increased 139 percent compared with a 45 percent increase for whites and nonresident employees for the same period.

Since 1989, George Mason has increased its African American employee population by 110 percent, its Asian American population by 224 percent, and its Hispanic American population by 117 percent.

Minority Personnel for Fall 1989 and 2001

	Total	FT/PT Fac.	Admin. Fac.	Classi- fied
Fall 1989				
African Amer.	118	23	22	73
Asian Amer.	61	29	2	30
Hispanic Amer.	45	13	-	32
Native Amer.	4	2	1	1
White/Nonres.	1,748	936	197	615
Fall 2001				
African Amer.	248	57	42	149
Asian Amer.	198	90	21	87
Hispanic Amer.	98	49	5	44
Native Amer.	2	1	0	1
White/Nonres.	2,531	1,461	352	718

Ethnic Distribution of University Personnel, Fall 2001

	Total		African American	Asian- American	Hispanic American	Native American	NRIS	White American
Instructional and Research								
Full-Time Faculty	965	No.	40	67	25	0	43	790
		%	4.1	6.9	2.6	0.0	4.5	81.9
Part-Time Faculty	693	No.	17	23	24	1	27	601
		%	2.5	3.3	3.5	0.1	3.9	86.7
Graduate Assistants*	592	No.	10	19	11	2	256	294
		%	1.7	3.2	1.9	0.3	43.2	49.7
Administrators and Staff								
Administrative Faculty	420	No.	42	21	5	0	3	349
		%	10	5.0	1.2	0.0	0.7	83.1
Professional/Technical	747	No.	91	66	21	0	10	559
		%	12.2	8.8	2.8	0.0	1.3	74.8
Office/Clerical	59	No.	15	8	1	1	1	33
		%	25.4	13.6	1.7	1.7	1.7	55.9
Skilled/Service	193	No.	43	13	22	0	2	113
		%	22.3	6.7	11.0	0.0	1.0	58.5
Faculty and Staff Total	3,669	No.	258	217	109	4	342	2,739
		%	7.0	5.9	3.0	0.1	9.3	74.7

* Graduate assistants are included in the fall 2000 analysis and therefore affect the total indicated herein.

Faculty

The full-time faculty grew by 49 positions (or 5 percent) since fall 2000. There are 132 minority teaching faculty members at George Mason, composing 13.6 percent of the full-time faculty. This represents virtually no change from 1999. The largest minority group among the faculty is Asian American, with 78 faculty members. There are 54 African American and 43 Hispanic American faculty members.

In fall 2001, the number of full-time African American instructional faculty members increased from 37 to 40. Hispanic American faculty increased from 22 to 25, and Asian American faculty increased from 62 to 67. There are no Native American faculty at George Mason. White instructional faculty increased from 752 in 2000 to 790 in 2001.

Tenured Faculty by Ethnic Group

White American	52%
African American	40%
Asian American	43%
Hispanic American	40%
Native American	0%

Full-Time Faculty by Ethnicity: Tenured, Probationary, and Restricted for Fall 2000 and Fall 2001

	Fall 2000		Fall 2001	
	No.	%	No.	%
African American				
Tenured	15	40.5	16	40
Probationary	10	27	12	30
Restricted	12	32.4	12	30
Asian American				
Tenured	30	48.4	29	43.3
Probationary	11	17.7	12	17.9
Restricted	21	33.9	26	38.8
Hispanic American				
Tenured	8	38.1	10	40
Probationary	7	33.3	6	24
Restricted	6	28.6	9	25
Native American				
Tenured	0	0	0	0
Probationary	0	0	0	0
Restricted	0	0	0	0
White American				
Tenured	404	53.7	409	51.8
Probationary	112	14.9	132	16.7
Restricted	236	31.4	249	31.5
Total*				
Tenured	464	50.7	468	48.5
Probationary	149	16.3	170	17.6
Restricted	303	33.1	327	33.9

* Includes nonresident international employees.

Academic Rank by Ethnicity, Fall 2001

	Total	Academic Rank							
		Full		Associate		Assistant		Instructional	
		No.	%	No.	%	No.	%	No.	%
African American	40	9	22.5	14	35	14	35	3	7.5
Asian American	67	11	16.4	25	37.3	18	26.9	13	19.4
Hispanic American	25	6	24	7	26	6	24	6	24
Native American	0	0	0	0	0	0	0	0	0
All Minorities	132	26	19.6	46	34.8	38	28.7	22	16.6
White American	790	28	31.4	234	29.6	196	24.8	112	14.2
Total*	965	275	28.5	285	29.5	250	25.9	155	16.1

* Includes nonresident international employees.

Gender at George Mason University

George Mason continues to make progress in ensuring that we are reaching out to more female instructional faculty. Fall 2001 saw the hiring of 21 additional full-time instructional faculty over fall 2000 and 35 part-time instructional faculty. The ratios of females to males is fairly even, but a review of tenure rates for females is in order. Data were derived from IRR fall 2001 employee data.

	Total	Male	%	Female	%
Instructional Faculty Total	1,658	958	57.8	700	42.2
Full-Time Faculty	965	610	63.2	355	36.8
Tenured	490	363	74.1	127	25.9
Part-time	693	348	50.2	345	49.8
Support Total	1,419	588	41.4	831	58.6
Administrative Faculty	420	181	43.1	239	56.9
Administrative and Management	43	19	44.2	24	55.8
Professional	202	57	28.2	145	71.8
Technical	144	92	63.9	52	36.1
Paraprofessional	358	56	15.6	302	84.4
Clerical	59	12	20.3	47	79.7
Skilled Craft	103	102	99	1	1
Service/Maintenance	42	30	71.4	12	28.6
Protective Services	48	39	81.3	9	18.8
University Total*	3,077	1,546	50.2	1,531	49.8

* Does not include wage employees.

Glossary Terms

Diversity	In the context of this report, “diversity” means variety.
Headcount	A simple count of the total number of students on campus. It does not take into account the number of hours that a student is taking but deals with the concepts of full time and part time. Full time is 12 credit hours or more in any given semester. Part time is less than 12 credit hours in any given semester.
FTE	The abbreviation stands for Full Time Equivalency. This analysis is done on the basis of credit hours averaged.
Non-Resident international students	These students are not U.S. citizens. Students in the United States on visa are also called non-resident aliens.
Lower division students	Freshmen and sophomores.
Upper division students	Juniors and seniors.
Undeclared students	Students, usually freshmen and sophomores, who have not declared a major field of study.
Tenured faculty	In accordance with the <i>Faculty Handbook</i> , tenured faculty are instructional faculty appointed without term.
Probationary faculty	An appointment of instructional faculty for a fixed term in which service is applied for consideration of tenure.
Contract faculty	An appointment of instructional faculty for full-time employment for a fixed term in which service is NOT applied for consideration of tenure (previously known as restricted faculty).

Abbreviations list:

CAS	College of Arts and Sciences
CNHS	College of Nursing and Health Science
CVPA	College of Visual and Performing Arts (formerly known as Institute of the Arts)
GSE	Graduate School of Education
ICAR	Institute for Conflict Analysis and Resolution
IT&E	School of Information Technology and Engineering
NCC	New Century College (a division of the College of Arts and Sciences)
SCS	School of Computational Sciences
SOM	School of Management
SOPP	School of Public Policy (formerly the Institute for Public Policy)

