
George Mason University

 Diversity

FACTS

in Brief

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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 2002.

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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	71.2%	67.7%	68%	58.9%
Asian	13.4%	3.7%	3.8%	13.1%
Black	8.9%	19.6%	19.2%	8.6%
Hispanic	6.2%	4.7%	4.7%	11%
Indian	0.4%	0.3%	0.3%	0.3%
Other	0%	4%	4%	8.2%

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).

Northern Virginia Census Data 2000

	Total Population	White	Black or African American	Asian or Pacific Islander	Native American	Other Race	Two or More Races	Hispanic or Latino (any race)
George Mason	26,796	19,314 72%	2,287 8.5%	3,490 13%	98 0.37%	1,751*	—	1,607 6%
Arlington	189,453	130,601 69%	17,705 9.3%	16,470 8.7%	662 0.35%	15,786 8.3%	8,229 4.3%	35,268 18.6%
Fairfax County	969,749	677,904 70%	83,098 8.5%	126,729 13%	2,561 0.26%	44,019 4.5%	35,438 3.7%	106,958 11%
Fauquier	55,139	48,740 88.3%	4,844 8.8%	343 0.62%	146 0.26%	331 0.6%	735 1.3%	1,114 2%
Loudoun	169,599	140,419 82.8%	11,683 6.8%	9,172 5.4%	358 0.2%	3,837 2.3%	4,130 2.4%	10,089 6%
Prince William	280,813	193,574 69%	52,691 18.7%	11,069 3.9%	1,094 0.39%	12,207 4.3%	10,178 3.6%	27,338 9.7%
Alexandria City	128,283	76,702 59.7%	28,915 22.5%	7,361 5.7%	355 0.28%	9,467 7.4%	5,483 4.3%	18,882 14.7%
Fairfax City	21,498	15,675 73%	1,090 5%	2,633 12.2%	73 0.34%	1,326 6.1%	701 3.2%	2,932 13.6%
Falls Church City	10,377	8,817 85%	340 3.3%	682 6.6%	25 0.24%	261 2.5%	252 2.4%	876 8.4%
Manassas City	35,135	25,316 72%	4,535 13%	1,237 3.5%	128 0.36%	2,773 7.8%	1,146 3.3%	5,316 15.1%
Manassas Park	10,290	7,490 72.7%	1,149 11%	425 4.1%	45 0.44%	838 8%	343 3.33%	1,544 15%
All of Virginia	7,078,515	5,120,110 72.3%	1,390,293 19.6%	264,971 3.7%	21,172 0.3%	138,900 1.9%	143,069 2%	329,540 4.6%

* For this table, nonresident international students are included in this category to differentiate them from Virginia residents. Data drawn from U.S. Data Census Bureau Factfinder page (http://factfinder.census.gov/servlet/BasicFactsServlet?_lang=en)

■ Student Enrollment

Current Status

In 2002-03 the student population at George Mason University increased 8 percent—or 1,899 students—the second largest one-year total since 1994-95. In 1994-95, George Mason grew by 2,398 students, with the largest growth occurring in the university's number of nondegree students. Further growth that year occurred in the minority graduate and undergraduate populations on campus as well.

The current growth has occurred primarily in the undergraduate and graduate degree-seeking programs, with only minimal growth in the nondegree programs. However, minority enrollments continue to rise, with an 8 percent increase since the fall of 2001.

George Mason enrolled 7,482 domestic students who identified themselves as ethnic or racial minorities. Add to that the 1,177 nonresident international students who identify themselves as ethnic minorities and George Mason's ethnic and racial diversity climbs to 32 percent of the total student headcount. Asian American students continue to be the largest ethnic/racial group on campus.

Trends

Since 1992, George Mason has grown by 29 percent in student population, or 5,967 students, of which 58 percent were minority students and 42 percent were white. During the same time period the number of full-time faculty members has grown by 60 percent or 397 (665 full-time faculty members in fall 1992 and 1,062 in fall 2002). The number of part-time faculty members has grown by 62 percent or 277 (449 part-time faculty members in fall 1992 and 726 in fall 2002). The university employs 42 percent more administrative and support staff, or an increase of 434 (1,027 in fall 1992 and 1,461 in fall 2002).

George Mason has become larger, more diverse, and better able to offer a wide array of intellectual offerings to the citizens of the commonwealth.

As an example of this growth, the university expended \$16,861,950 in grants and contracts in the fiscal year ending in June 1992. In comparison, the university expended \$52,651,219 in grants and contracts in the fiscal year ending in June 2002, a 212 percent increase.

Student Enrollment for Fall 2002 and Fall 2001

	Total		White*	African American	Asian American	Hispanic American	Native American
Fall 2002							
Total Students	26,796	No.	19,314	2,287	3,490	1,607	98
		%	72.1%	8.5%	13%	6%	0.4%
Degree Undergraduates	16,151	No.	10,786	1,418	2,662	1,224	61
		%	66.8%	8.8%	16.5%	7.6%	0.4%
New Freshmen**	2,225	No.	1,532	144	398	145	6
		%	68.9%	6.5%	17.9%	6.5%	0.3%
Degree Graduate	7,250	No.	5,795	581	614	236	24
		%	79.9%	8%	8.5%	3.3%	0.3%
Law***	832	No.	730	19	62	18	3
		%	87.7%	2.3%	7.5%	2.2%	0.4%
Nondegree	2,563	No.	2,003	269	152	129	10
		%	78.2%	10.5%	5.9%	5%	0.4%
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

	1992	2002	% change
Total Students	20,829	26,796	28.6
African American	1,158	2,287	97.5
Other Minority Total	2,908	5,195	78.6
Asian	2,045	3,490	70.7
Hispanic	761	1,607	111.2
Native American	102	98	-3.9
White*	16,763	19,314	15.2

* Nonresident international students are included in this category.

Ethnicity Trends in Student Enrollment

		1988	1990	1992	1994	1996	1998	2001	2002
African American	Undergraduate	675	782	852	982	1,108	1,255	1,433	1,418
	New Freshmen*	126	134	143	181	207	206	173	144
	Graduate	130	129	205	287	401	414	468	581
	Law	31	53	44	38	25	19	9	19
	Nondegree	69	60	73	102	317	271	234	269
Asian American	Undergraduate	986	1,259	1,616	1,861	2,088	2,212	2,539	2,662
	New Freshmen*	170	267	306	317	313	380	409	398
	Graduate	129	209	278	453	511	516	501	614
	Law	5	16	23	27	32	49	46	62
	Nondegree	107	115	156	112	181	162	128	152
Hispanic American	Undergraduate	412	456	575	691	806	977	1,150	1,224
	New Freshmen*	59	75	93	124	134	158	155	145
	Graduate	39	89	126	175	207	201	206	236
	Law	3	9	16	11	4	21	16	18
	Nondegree	47	51	57	61	126	91	107	129
Native American	Undergraduate	49	70	85	58	58	58	57	61
	New Freshmen*	6	7	9	3	13	9	7	6
	Graduate	13	11	13	15	14	23	16	24
	Law	1	0	1	2	1	4	3	3
	Nondegree	8	8	4	6	12	8	8	10
White American	Undergraduate	9,956	10,129	9,591	9,015	8,797	8,810	10,133	10,786
	New Freshmen*	1,432	1,271	1,221	1,151	1,227	1,312	1,402	1,532
	Graduate	3,334	3,847	4,460	5,058	5,399	5,061	5,227	5,795
	Law	621	708	579	602	627	647	689	730
	Nondegree	1,712	1,611	1,697	1,396	2,582	2,046	1,927	2,003
Total	Undergraduate	12,461	13,048	13,099	12,956	13,292	13,803	15,312	16,151
	New Freshmen*	1,823	1,814	1,772	1,820	1,953	2,110	2,146	2,225
	Graduate	3,873	4,592	5,434	4,987	7,078	6,828	6,418	7,250
	Law	663	787	663	680	691	741	763	832
	Nondegree	1,968	1,881	2,039	1,741	3,307	2,638	2,404	2,563
Grand Total	Minority	2,703	3,317	4,066	4,881	5,892	6,279	6,921	7,482
	Percent	14.3%	16.3%	19.5%	22.4%	24.2%	26.2%	27.8%	27.9%
	Nonresident Alien	639	696	752	822	950	1,167	1,686	1,751
	Percent	3.4%	3.4%	3.6%	3.8%	3.9%	4.9%	6.8%	6.5%
	All	18,965	20,308	20,829	21,774	24,368	24,010	24,897	26,796

* New freshmen are also included in the undergraduate total.

Nonresident International Student (NRIS) Analysis by Country of Origin, 2002

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	.	.	2	.	3
Albania	.	.	.	1	1	.	2
Algeria	.	.	.	1	.	.	1
Argentina	.	.	5	2	.	2	9
Australia	.	1	.	1	.	1	3
Austria	.	.	.	3	.	.	3
Azerbaijan	.	1	.	3	.	.	4
Bahamas	1	.	.	.	1	.	2
Bahrain	.	1	.	.	.	1	2
Bangladesh	.	16	.	.	1	.	17
Belgium	.	.	.	1	.	.	1
Bermuda	.	1	.	.	.	.	1
Bhutan	1	1
Bolivia	.	.	6	.	.	.	6
Botswana	1	.	.	.	.	.	1
Brazil	.	1	5	4	4	1	15
Bulgaria	.	.	.	4	3	.	7
Burkina Faso	1	.	.	.	.	.	1
Burma	.	1	.	.	.	.	1
Byelarus	.	.	1	.	.	.	1
Cameroon	3	.	.	.	.	.	3
Canada	3	11	1	16	6	.	37
Chile	.	.	.	1	.	.	1
China	.	183	2	.	1	3	189
Colombia	.	.	19	.	1	2	22
Comoros	.	1	.	.	.	.	1
Costa Rica	1	.	1
Cyprus	.	.	.	2	1	1	4
Czech Republic	.	.	.	1	.	.	1
Dominican Republic	1	.	.	.	1	.	2
Ecuador	.	.	4	.	.	.	4
Egypt	.	.	.	2	21	.	23
El Salvador	.	.	3	.	.	.	3
Estonia	.	.	.	2	2	.	4
Ethiopia	6	.	.	.	3	2	11
Finland	.	1	.	1	.	.	2
France	.	1	.	5	1	2	9
Gaza Strip	.	1	.	.	.	.	1
Germany	.	.	1	9	4	1	15
Ghana	4	1	.	.	2	1	8
Greece	.	.	.	3	3	1	7
Guadeloupe	1	.	1
Guatemala	.	.	6	.	.	.	6

Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Guyana	.	1	.	.	.	.	1
Honduras	.	.	2	.	.	.	2
Hong Kong	.	6	.	.	.	.	6
Hungary	.	.	.	1	1	.	2
India	.	361	.	.	16	10	387
Indonesia	.	13	.	.	1	2	16
Iran	.	5	.	7	7	1	20
Ireland	.	.	.	3	.	1	4
Israel	.	.	.	3	3	1	7
Italy	.	.	.	9	2	1	12
Ivory Coast	1	.	.	.	.	1	2
Jamaica	5	.	.	.	5	3	13
Japan	.	41	.	.	1	1	43
Jordan	.	1	.	6	1	2	10
Kazakhstan	1	.	1
Kenya	8	.	.	.	2	.	10
Kiribati	.	1	.	.	.	.	1
Kuwait	.	1	.	4	4	.	9
Kyrgyzstan	1	.	1
Latvia	.	.	.	3	.	.	3
Lebanon	.	2	.	4	7	.	13
Lithuania	.	.	.	3	.	.	3
Luxembourg	.	.	.	1	.	.	1
Madagascar	1	1	2
Malawi	1	.	1
Malaysia	.	6	.	.	.	.	6
Mali	2	.	2
Malta	.	.	.	3	.	.	3
Mauritania	1	.	.	1	1	.	3
Mexico	.	1	11	.	.	.	12
Moldova	.	.	.	2	.	.	2
Morocco	3	1	.	.	10	2	16
Mozambique	1	1
Nepal	.	13	.	.	2	.	15
Netherlands	.	.	.	4	2	.	6
New Zealand	1	.	1
Nicaragua	.	.	1	.	.	.	1
Nigeria	14	1	.	.	4	.	19
Norway	.	.	.	1	.	.	1
Oman	.	1	.	.	1	.	2
Pakistan	.	56	.	.	6	1	63
Panama	.	.	.	1	.	.	1
Papua N. Guinea	1	.	.	.	.	.	1
Paraguay	.	1	.	.	.	.	1
Peru	.	.	15	.	.	.	15
Philippines	.	22	1	.	.	.	23
Poland	.	.	.	8	3	1	12
Portugal	.	.	.	1	2	.	3
Qatar	2	.	2
Republic of Korea	.	75	.	.	2	7	84

Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Republic of the Congo	1	.	.	.	.	.	1
Romania	.	.	.	15	3	1	19
Russia	.	1	.	10	9	1	20
Saudi Arabia	.	29	.	6	49	10	94
Senegal	1	.	.	.	.	.	1
Singapore	.	1	.	.	.	.	1
Somalia	3	.	.	.	.	1	4
South Africa	.	.	.	3	2	.	5
Spain	.	.	2	1	.	.	3
Sri Lanka	.	5	.	.	1	.	6
Sudan	2	.	.	.	.	.	2
Sweden	.	1	.	11	1	1	14
Switzerland	.	.	.	.	1	.	1
Syria	.	.	.	.	.	1	4
Taiwan	.	31	.	.	.	1	32
Tanzania	3	.	.	.	.	.	3
Thailand	.	37	.	.	.	1	38
Togo	.	.	.	.	1	.	1
Trinidad & Tobago	.	1	.	.	1	.	2
Tunisia	.	1	.	.	1	.	2
Turkey	.	1	1	18	18	4	42
Turks & Caicos	.	.	.	1	.	.	1
Uganda	1	.	.	.	.	.	1
Ukraine	.	.	.	4	.	1	5
United Arab Emirates	.	.	.	3	2	.	5
United Kingdom	1	4	.	15	3	2	49
Uruguay	.	.	2	.	.	.	2
Uzbekistan	.	.	.	2	.	.	2
Venezuela	.	.	8	.	2	1	11
Vietnam	.	39	.	.	1	.	40
Yemen	.	1	.	2	4	1	8
Yugoslavia	.	.	.	1	.	1	2
Zambia	2	1	.	.	1	.	4
Zimbabwe	3	.	.	.	.	.	3
Unknown	3	16	9	9	9	3	49
All	73	999	105	228	261	85	1,751

In order to understand the true diversity of George Mason it is necessary to understand that it is an international university. Students represent 123 countries and bring a global perspective to the campus. Interactions between students help prepare American students for the future of the inevitable global society.

There are 1,751 nonresident international students on campus, up from 1,686 students in 2001. Interestingly, of these students 67.2 percent or 1,177 are students of color. 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 is added to the population of American minorities on campus, the actual ethnic and racial diversity of George Mason increases to 33 percent of the total student population. More plainly, one out of every three students at George Mason is a student of color.

The percentage of minority enrollment of international students of color actually decreased from the 2001-02 academic year when it was 82 percent of all international students. As of fall 2002, the percentage of international students of color is 67 percent. The greatest change continues to be in the enrollment of American students of color at George Mason.

Student Gender Statistics

George Mason student gender statistics demonstrate that 56 percent of the overall student population is female. A review of gender statistics is essential because George Mason is one of the few Division IA NCAA schools in the country in compliance with Title IX of the 1972 Educational Amendments Act. Furthermore, George Mason reflects the national trend of decreasing enrollments for males at all levels..

Student Gender Statistics at George Mason

	Fall 2001 Data					Fall 2002 Data				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Undergraduate										
New Freshmen	979	6.2	1,167	7.4	2,146	1,009	6	1,216	7.3	2,225
Lower Div.	2,257	14.3	2,676	16.9	4,933	2,330	14	2,702	16.2	5,032
Upper Div.	3,490	22.1	4,743	30	8,233	3,777	22.7	5,116	30.7	8,893
Nondegree Seeking	208	1.3	282	1.8	490	260	1.5	277	1.6	537
Undergraduate Total*	6,934	43.9	8,868	56.1	15,802	7,376	44.2	9,311	55.8	16,687
Graduate										
Master's	2,188	24.1	2,927	32.2	5,115	2,510	24.8	3,399	33.6	5,909
Doctoral	754	8.3	549	6	1,303	779	7.7	563	5.6	1,342
Law School	439	4.8	324	3.6	763	503	5	329	3.2	832
Nondegree Seeking	621	6.8	1,293	14.2	1,914	601	5.9	1,425	14.1	2,026
Graduate Total*	4,002	44	5,093	56	9,095	4,393	43.5	5,716	56.5	10,109
Total *	10,936	43.9	13,961	56.1	24,897	11,769	43.9	15,027	56.1	26,796

* These totals represent a student headcount and include nondegree- and degree-seeking students. See IRR's "Fall 2001 and Fall 2002 Glimpse" for full details.

Undergraduate Degree-Seeking Students

Since fall 2001, the undergraduate headcount has increased by 1,376 students. In 1999, 30 percent of all degree-seeking undergraduate students were students of color. That figure dropped to 30 percent in fall 2001 but this year it increased again to 33 percent. African American students represent 8.8 percent of degree-seeking students at George Mason, while Asian Americans represent 16 percent and Hispanic Americans represent 8 percent. White students represent 63 percent of George Mason's degree-seeking undergraduates.

Among African American undergraduate students, 48 percent are in the College of Arts and Sciences (CAS); 20 percent are in the School of Management (SOM); 10 percent are in the College of Nursing and Health Science. SOM and School of Information Technology and Engineering (IT&E) enroll 57 percent of Asian students, and CAS, SOM, and the College of Visual and Performing Arts enroll 70 percent of all Hispanic Americans.

Undergraduate Degree-Seeking Student Enrollment by School/College, Fall 2002

	Total	African American		Asian American		Hispanic American		Native American		NRIS		White American	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
CAS	6,835	673	9.8	641	9.4	553	8.1	29	0.4	181	2.6	4,758	69.6
SOM	3,507	287	8.2	920	26.2	256	7.3	9	0.3	231	6.6	1,804	51.4
IT&E	2,062	137	6.6	593	28.8	146	7.1	7	0.3	169	8.2	1,010	49.0
CNHS	754	138	18.3	69	9.2	47	6.2	4	0.5	35	4.6	461	61.1
CVPA	919	64	12.0	121	13.2	67	7.3	4	0.4	26	2.8	637	69.3
GSE	362	24	6.6	22	6.1	13	3.6	1	.3	8	2.2	294	81.2
Undec.	1,429	84	5.9	242	16.9	114	8.0	5	0.3	30	2.1	954	66.8
Total*	16,688	1,462	8.8	2,728	16.3	1,260	7.6	65	0.4	731	4.4	10,442	62.6

* 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

The graduate student population at George Mason is up for the second year in a row, which reflects national trends. After two years of decline in degree-seeking graduate student enrollment, George Mason saw a 6 percent increase in graduate enrollment in fall 2001, and there was a 13 percent jump in fall 2002. With significant growth in CAS (11 percent), the Graduate School of Education (17 percent) and SOM (25 percent), graduate enrollment was up across the board. The exciting aspect of this growth, however, is that there was a 19 percent increase in enrollment of African Americans in these programs and a 9 percent increase in Asian Americans since the fall of 2001. Unlike 2001, the nonresident international student numbers remained stable in fall 2002. By far, the largest number of international students enroll in IT&E.

GSE has the largest enrollments of African American and Hispanic American graduate students. IT&E, by far, has the largest enrollment of Asian American graduate students. Finally, while small numbers, among Native American graduate students the largest enrollment is in IT&E, which is a change from last year.

Graduate Degree-Seeking Student Enrollment by School/College, Fall 2002

	Total	African American		Asian American		Hispanic American		Native American		NRIS		White* American	
		N	%	N	%	N	%	N	%	N	%	N	%
CAS	1,639	104	6.3	65	4.0	65	4.0	6	0.4	110	6.7	1,289	78.6
GSE	1,916	202	10.5	70	3.7	74	3.9	4	0.2	31	1.6	1,535	80.1
IT&E	2,052	143	7.0	351	17.1	49	2.4	8	0.4	598	29.1	903	44.0
CNHS	312	32	10.3	22	7.1	6	1.9	1	0.3	25	8.0	226	72.4
CVPA	69	4	5.8	2	2.9	3	4.3	-	-	4	5.8	56	81.2
SCS	238	7	2.9	26	10.9	3	1.3	-	-	72	30.3	130	54.6
ICAR	152	22	5.0	5	3.0	3	2.0	-	-	37	24.3	85	55.9
SPP	419	41	9.8	19	4.5	18	4.3	3	0.7	72	17.2	266	63.5
SOM	326	11	3.4	35	10.7	7	2.1	1	0.3	20	6.1	252	77.3
Total	7,123	566	7.9	595	8.4	228	3.2	23	0.3	969	13.6	4,742	66.6

Intercollegiate Athletes

This is the second year George Mason has reported information about intercollegiate athletics (ICA). George Mason is one of the small number of Division I schools to be in compliance with Title IX. These charts underscore the effort that 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.

On the ethnic and racial side, ICA is reflective of Mason's student population. White students make up 72 percent of George Mason's total population and 75 percent of the student-athlete population. African Americans make up 9 percent of the total student population and 15 percent of the student-athlete population. Asian American make up 12 percent of the total student population and 3 percent of the student-athlete population. Hispanic Americans make up 6 percent of the student population and 3 percent of the student-athlete population.

Ethnic Distribution of Student-Athletes for Fall 2002

	Male	Female	Total (%)
African American	28	26	54 (14%)
Asian American	11	2	13 (3%)
Hispanic American	5	5	10 (3%)
Non-Resi/Int'l	18	11	29 (7%)
White	120	165	285 (73%)
Total	182	209	391 (100%)

Student-Athlete Gender Statistics

	Male	Female	Total
Total	182	209	401
% of Total	46%	54%	100%

ICA Personnel Gender Statistics for Fall 2002

	Male	%	Female	%	Total
Administrators	16	57%	12	43%	28
Coaches	27	67%	13	33%	40
Staff	5	27%	13	73%	18
Total (%)	48	55%	38	45%	86

Ethnic Distribution of ICA Personnel for Fall 2002*

	African American	Asian American	Hispanic American	White American	Total
Administrators					
Male	3	1	1	11	16
Female	2	1	-	9	12
(%)	18%	7%	4%	71%	100%
Coaches					
Male	6	1	-	20	27
Female	4	0	-	9	13
(%)	25%	3%	-	72%	100%
Staff					
Male	2	-	-	3	5
Female	0	-	-	13	13
(%)	11%	-	-	89%	100%
Total (%)	17 (20%)	3 (3%)	1 (1%)	65 (76%)	86 (100%)

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

Degree Recipients

George Mason granted 4,895 degrees in May 2002, down from 4,918 degrees in May 2001. Mason granted 2,970 baccalaureate degrees, 1,590 master's degrees, 129 doctoral degrees, and 206 law degrees. The total number of degrees granted was lower for the second year in a row from the high in 2000, which was 5,045 degrees granted.

In May 2002, George Mason granted 5 doctoral degrees to African Americans and 5 to Asian Americans.

George Mason's School of Law granted 21 degrees to people of color, including 13 to Asian Americans.

Degrees Conferred in 2001-2002

- 397 African Americans received degrees in May 2002: 280 baccalaureates, 100 master's, 5 doctorates, and 2 law degrees. This is an increase in the number of degrees conferred in May 2001 by 29 degrees.
- 571 Asian Americans received degrees in May 2002: 437 baccalaureates, 116 master's, 5 doctorates, and 13 law degrees.
- 279 Hispanic Americans received degrees in May 2002: 223 baccalaureates, 50 master's, and 6 law degrees.
- 22 Native Americans received degrees in May 2002: 16 baccalaureates and 6 master's.
- 409 nonresident international students received degrees in May 2002: 154 baccalaureates, 231 master's, 23 doctorates, and 1 law degree.

Translated into percentages, African Americans received 8 percent of the degrees awarded by George Mason, Asian Americans received 12 percent, Hispanic Americans received 6 percent, and nonresident international students received 8 percent. White students accounted for 66 percent of all degrees awarded by George Mason in May 2002.

Degrees Conferred by Degree Type

	'92-'93	'95-'96	'98-'99	'00-'01	'01-'02
African American					
Baccalaureate	137	156	177	233	280
Graduate Total	44	77	105	129	115
Master's	41	73	95	119	110
Doctorate	3	4	10	10	5
Law	19	14	9	6	2
Total	200	247	291	368	397
Asian American					
Baccalaureate	293	351	428	419	437
Graduate Total	66	117	136	133	121
Master's	66	114	128	126	116
Doctorate	-	3	8	7	5
Law	8	7	15	11	13
Total	367	475	579	563	571
Hispanic American					
Baccalaureate	116	132	170	193	223
Graduate Total	28	55	56	67	50
Master's	25	50	55	66	50
Doctorate	3	5	1	1	-
Law	3	3	1	6	6
Total	147	190	227	266	279
Native American					
Baccalaureate	21	11	9	9	16
Graduate Total	2	4	1	7	6
Master's	1	3	1	6	6
Doctorate	1	1	-	1	-
Law	2	-	2	2	-
Total	25	16	12	18	22
White American					
Baccalaureate	2,391	2,005	1,975	1,958	1,860
Graduate Total	1,224	1,610	1,675	1,564	1,173
Master's	1,148	1,526	1,558	1,445	1,077
Doctorate	76	84	117	119	96
Law	196	168	188	181	184
Total	3,811	3,783	3,838	3,703	3,217
Nonresident Alien					
Baccalaureate					154
Graduate Total					254
Master's					231
Doctorate					23
Law					1
Total					409
Grand Totals					
Baccalaureate	2,958	2,655	2,757	2,812	2,970
Graduate Total	1,364	1,863	1,973	1,900	1,719
Master's	1,281	1,776	1,837	1,762	1,590
Doctorate	83	97	136	138	129
Law	226	194	213	206	206
Total	4,548	4,712	4,943	4,918	4,895

■ Personnel

Fall 2002 presents a mixed picture for employees of color at George Mason. Employees of color comprise 17 percent of the university's workforce, up 1 percent from last year. Mason's workforce has grown by 64 percent since 1989 (1,273 employees). The majority of that change has been in the instructional faculty ranks (a 62 percent increase or 785 employees). In addition, since 1989, the representation of employees of color has also increased by 141 percent (from 228 to 550 employees). The rate of growth for all employees of color is double digit. Growth in the population of employees of color is in the right direction but is outpaced by the diversity of the student population.

Since 1989, George Mason has increased its African American employee population by 108 percent; its Asian American population by 228 percent; and its Hispanic American population by 124 percent.

Minority Personnel for Fall 1989 and 2002

	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 2002				
African Amer.	245	54	43	148
Asian Amer.	200	97	18	85
Hispanic Amer.	101	41	6	54
Native Amer.	4	2	0	2
White/Nonres.	2,699	1,594	373	732

Ethnic Distribution of University Personnel, Fall 2002

	Total		African American	Asian- American	Hispanic American	Native American	NRIS	White American
Instructional and Research								
Full-Time Faculty	1,062	No.	41	70	24	0	65	862
		%	3.9	6.6	2.3	0.0	6.1	81.2
Part-Time Faculty	726	No.	13	27	17	2	25	642
		%	1.8	3.7	2.3	0.3	3.4	88.4
Graduate Assistants*	659	No.	4	25	18	1	317	294
		%	0.6	3.8	2.7	0.2	48.1	44.6
Administrators and Staff								
Administrative Faculty	440	No.	43	18	6	0	2	371
		%	9.8	4.1	1.4	0.0	0.5	84.3
Professional/Technical	785	No.	99	67	28	2	9	580
		%	12.6	8.5	3.6	0.3	1.1	73.9
Office/Clerical	61	No.	11	5	5	0	2	38
		%	18.0	8.5	8.2	0.0	3.3	62.3
Skilled/Service	175	No.	38	13	21	0	1	102
		%	21.7	7.4	12.0	0.0	0.6	58.3
Faculty and Staff Total	3,908	No.	249	225	119	5	421	2,889
		%	6.4	5.8	3.0	0.1	10.8	73.9

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

Faculty

Full-time instructional faculty grew by 97 positions in fall 2002 over the previous fall. There are 135 instructors of color at Mason (3 more than in fall 2001). There has been virtually no growth in the ranks of instructional faculty of color since 1999. The largest faculty groups are Asian Americans with 70, followed by 41 African Americans and 24 Hispanic Americans.

The largest increase in faculty ranks has been in the assistant professor ranks, with a 30 percent increase since fall 2001 (75 positions).

Overall, 46 percent of the full-time faculty members at George Mason are tenured. The following analyzes tenured faculty by race:

50 percent	White Americans
46 percent	Hispanic Americans
44 percent	African Americans
43 percent	Asian Americans

Full-Time Faculty by Ethnicity: Tenured, Probationary, and Restricted for Fall 2001 and Fall 2002

	Fall 2001		Fall 2002	
	No.	%	No.	%
African American				
Tenured	16	40%	18	43.9%
Tenure Track	12	30%	11	26.8%
Restricted	12	30%	12	29.3%
Asian American				
Tenured	29	43.3%	30	42.9%
Tenure Track	12	17.9%	16	22.9%
Restricted	26	38.8%	24	34.3%
Hispanic American				
Tenured	10	40%	11	45.8%
Tenure Track	6	24%	6	25.0%
Restricted	9	25%	7	29.2%
Native American				
Tenured	0	0	0	0
Tenure Track	0	0	0	0
Restricted	0	0	0	0
White American				
Tenured	409	51.8%	429	49.8%
Tenure Track	132	16.7%	160	18.6%
Restricted	249	31.5%	273	31.7%
Total*				
Tenured	468	48.5%	492	46.3%
Tenure Track	170	17.6%	207	19.5%
Restricted	327	33.9%	363	34.2%

* Includes nonresident international employees.

Academic Rank by Ethnicity, Fall 2002

	Total	Academic Rank							
		Full		Associate		Assistant		Instructional	
		No.	%	No.	%	No.	%	No.	%
African American	41	8	19.5	15	36.6	12	29.3	6	14.6
Asian American	70	13	18.6	25	35.7	26	37.1	6	8.6
Hispanic American	24	7	29.2	8	33.3	5	20.8	4	16.7
Native American	0	0	0	0	0	0	0	0	0
White American	862	267	31.0	239	27.7	244	28.3	112	13.0
Total*	1,062	296	27.9	291	27.4	325	30.6	150	14.1

* Includes nonresident international employees.

Employee Gender at George Mason University

Mason hired 37 more female instructional faculty members for fall 2002, of which 33 were full time. Since fall 2000 Mason has hired 59 full-time instructional female faculty members. George Mason has hired 22 female administrative faculty members in the last year. A high priority area is to hire more female skilled craft personnel in the upcoming year.

	Total	Male	%	Female	%
Instructional Faculty Total	1,788	1,051	58.8	737	41.2
Full-Time Faculty	1,062	674	63.5	388	36.5
Tenured	490	363	74.1	127	25.9
Part-time	726	377	51.9	349	48.1
Administration & Support Total	1,461	596	40.8	865	59.2
Administrative Faculty	440	179	40.7	261	59.3
Administrative and Management	39	21	53.8	18	46.2
Professional	231	64	27.7	167	72.3
Technical	166	108	65.1	58	34.9
Paraprofessional	349	59	16.9	290	83.1
Clerical	61	10	16.4	51	83.6
Skilled Craft	96	93	96.9	3	3.1
Service/Maintenance	44	37	84.1	7	15.9
Protective Services	35	25	71.4	10	28.6
University Total*	3,249	1,647	50.7	1,602	49.3

* 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)

