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George Mason University



**Diversity**

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**F A C T S**

**in Brief**

**January 2004**

Prepared by the Office of  
Equity and Diversity Services

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The annual “Diversity Facts in Brief” is presented by the Office of Equity and Diversity Services 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 focuses on student enrollment and employee information for fall 2003.

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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, Fairfax, Fauquier, Loudoun, and Prince William) and the City of Alexandria are very different from one another. Of these, Arlington and the City of 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 County
White	72.2%	67.7%	68%	58.9%
Asian	13.2%	3.7%	3.8%	13.1%
Black	8.2%	19.6%	19.2%	8.6%
Hispanic	6.0%	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 Co.	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 Co.	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 Co.	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 Co.	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 Co.	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 City	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](http://factfinder.census.gov/servlet/BasicFactsServlet?_lang=en))

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## ■ Student Enrollment

### Current Status

In 2003-04, the student population at George Mason University increased by 5 percent or 1,452 students, the third largest one-year total since 1994-95. In that period, George Mason grew by 2,398 students, with the largest growth occurring in the university's nondegree students. The growth in fall 2003 occurred in the graduate degree rank (752 additional students) and the continued growth in the total minority students on campus.

The current growth has occurred primarily in the number of undergraduate and graduate degree-seeking students, with only minimal growth in the nondegree programs. Minority enrollments continue to hold steady. Of the 1,452 new students on campus, 24 percent of those were domestic students-of-color.

George Mason enrolled 7,817 domestic students who identified themselves as ethnic or racial minorities. Add to that the 1,430 nonresident international students who identify themselves as ethnic minorities and George Mason's ethnic and racial diversity climbs to 32.7 percent of the total student headcount. Asian American students continue to be the largest ethnic/racial group on campus.

### Trends

Since 1993, Mason's student population has grown by 32.6 percent or 6,946 students. This represents a 74 percent increase in minorities and a 22 percent increase in white students over the 10-year time span. Also since 1993, Mason has grown by 450 full-time faculty members or 69 percent (665 in fall 1992 and 1,115 in fall 2003); 454 part-time faculty members or 47 percent (1,027 in fall 1992 and 1,506 in fall 2003).

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

As an example of this growth, in the fiscal year ending in June 1992 the university expended \$16,861.00 in grants and contracts. In comparison, in fiscal year 2002-03, which ended in June 2003, the university expended \$59,861.00 in grants and contracts, a 255 percent increase in monies received and expended through grants and contracts.

## Student Enrollment for Fall 2003 and Fall 2002

	Total		White*	African American	Asian American	Hispanic American	Native American
<b>Fall 2003</b>							
Total Students	28,246	No.	20,429	2,310	3,717	1,702	88
		%	72.3%	8.2%	13.3%	6.0%	0.4%
Degree Undergraduates	16,579	No.	11,081	1,388	2,782	1,265	63
		%	66.8%	8.4%	16.8%	7.6%	0.4%
New Freshmen**	2,251	No.	1,550	128	410	156	7
		%	68.9%	5.7%	18.2%	6.9%	0.3%
Degree Graduate	8,002	No.	6,392	606	700	286	18
		%	79.9%	7.6%	8.7%	3.6%	0.2%
Law***	796	No.	680	26	65	23	2
		%	85.4%	3.3%	8.2%	2.9%	0.3%
Nondegree	2,869	No.	2,276	288	170	128	5
		%	79.3%	10.0%	5.9%	4.5%	0.2%
<b>Fall 2002</b>							
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%

\* 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

	1993	2003	% change
Total Students	21,300	28,246	32.6
African American	1,237	2,310	86.7
Other Minority Total	3,251	5,507	69.4
Asian	2,295	3,717	62.0
Hispanic	857	1,702	98.6
Native American	99	88	-11.1
White*	16,812	20,429	21.5

\* Nonresident international students are included in this category.

## Ethnicity Trends in Student Enrollment

		1988	1992	1996	1998	2001	2002	2003
African American	Undergraduate	675	852	1,108	1,255	1,433	1,418	1,388
	New Freshmen*	126	143	207	206	173	144	128
	Graduate	130	205	401	414	468	581	606
	Law	31	44	25	19	9	19	26
	Nondegree	69	73	317	271	234	269	290
Asian American	Undergraduate	986	1,616	2,088	2,212	2,539	2,662	2,782
	New Freshmen*	170	306	313	380	409	398	410
	Graduate	129	278	511	516	501	614	700
	Law	5	23	32	49	46	62	65
	Nondegree	107	156	181	162	128	152	170
Hispanic American	Undergraduate	412	575	806	977	1,150	1,224	1,265
	New Freshmen*	59	93	134	158	155	145	156
	Graduate	39	126	207	201	206	236	286
	Law	3	16	4	21	16	18	23
	Nondegree	47	57	126	91	107	129	128
Native American	Undergraduate	49	85	58	58	57	61	63
	New Freshmen*	6	9	13	9	7	6	7
	Graduate	13	13	14	23	16	24	18
	Law	1	1	1	4	3	3	2
	Nondegree	8	4	12	8	8	10	5
White** American	Undergraduate	9,956	9,591	8,797	8,810	10,133	10,786	11,081
	New Freshmen*	1,432	1,221	1,227	1,312	1,402	1,532	1,550
	Graduate	3,334	4,460	5,399	5,061	5,227	5,795	6,392
	Law	621	579	627	647	689	730	680
	Nondegree	1,712	1,697	2,582	2,046	1,927	2,003	2,276
Total	Undergraduate	12,461	13,099	13,292	13,803	15,312	16,151	16,579
	New Freshmen*	1,823	1,772	1,953	2,110	2,146	2,225	2,251
	Graduate	3,873	5,434	7,078	6,828	6,418	7,250	8,002
	Law	663	663	691	741	763	832	796
	Nondegree	1,968	2,039	3,307	2,638	2,404	2,563	2,869
Grand Total	Minority	2,703	4,066	5,892	6,279	6,921	7,482	7,817
	Percent	14.3%	19.5%	24.2%	26.2%	27.8%	27.9%	27.7%
	Nonresident Alien	639	752	950	1,167	1,686	1,751	1,769
	Percent	3.4%	3.6%	3.9%	4.9%	6.8%	6.5%	6.1%
	All	18,965	20,829	24,368	24,010	24,897	26,796	28,246

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

\*\* White category in this table includes nonresident aliens.

## Nonresident International Student (NRIS) Analysis by Country of Origin, 2003

Total Student Headcount 1,769		Minority Students 1,430				Percentage of Total NRIS 80.8%	
Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Afghanistan	-	2	-	-	1	-	3
Albania	-	-	-	2	1	-	3
Argentina	-	-	9	1	-	1	11
Armenia	-	-	-	1	-	-	1
Australia	-	2	-	2	-	1	5
Austria	-	-	-	-	1	-	1
Azerbaijan	-	-	-	2	1	-	3
Bahamas	1	-	-	-	-	-	1
Bahrain	-	1	-	-	-	1	2
Bangladesh	-	10	-	-	1	-	11
Belgium	-	-	-	1	-	-	1
Benin	1	-	-	-	-	-	1
Bhutan	-	1	-	-	-	-	1
Bolivia	-	-	11	-	-	-	11
Bosnia- Herzegovina	-	-	-	1	-	-	1
Botswana	1	-	-	-	-	-	1
Brazil	-	1	8	4	3	2	18
Bulgaria	-	-	-	10	2	2	14
Burkina Faso	1	-	-	-	1	-	2
Burma	-	1	-	-	-	-	1
Cameroon	2	-	-	-	2	-	4
Canada	3	9	-	19	10	1	42
Chile	-	1	1	1	-	-	3
China	-	176	2	-	2	2	182
Colombia	-	-	23	-	-	1	24
Costa Rica	-	-	-	-	1	-	1
Cyprus	-	-	-	1	-	1	2
Czech Republic	-	-	-	3	-	-	3
Denmark	-	-	-	1	-	-	1
Dominica	1	-	-	-	-	-	1
Ecuador	-	-	8	-	1	-	9
Egypt	-	1	-	-	15	1	17
El Salvador	-	-	7	-	-	-	7
Estonia	-	-	-	2	-	-	2
Ethiopia	8	-	-	-	4	1	13
Federated States of Micronesia	-	1	-	-	-	-	1
Finland	-	-	-	1	-	-	1
France	-	-	-	5	1	1	7
Gambia	2	-	-	-	-	-	2
Gaza Strip	-	1	-	-	-	-	1
Germany	-	-	1	17	4	2	24
Ghana	7	-	-	-	5	1	13
Greece	-	-	-	5	2	-	7
Guatemala	-	-	6	-	-	-	6
Guinea	1	-	-	-	-	-	1
Guinea-Bissau	1	-	-	-	-	-	1
Haiti	1	-	-	-	-	-	1



Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Hong Kong	-	-	-	-	-	1	1
Hungary	-	-	-	3	-	-	3
Iceland	-	-	-	1	-	-	1
India	-	306	-	1	17	9	333
Indonesia	-	12	-	-	-	1	13
Iran	-	3	-	2	9	-	14
Ireland	-	-	-	4	-	-	4
Israel	-	-	-	2	4	-	6
Italy	-	-	-	12	3	1	16
Ivory Coast	4	-	-	-	-	1	5
Jamaica	3	-	-	1	5	2	11
Japan	-	43	-	-	1	2	46
Jordan	-	1	-	4	2	1	8
Kazakhstan	-	-	-	-	1	-	1
Kenya	9	-	-	-	2	-	11
Kuwait	-	1	-	3	1	-	5
Kyrgyzstan	-	-	-	1	1	-	2
Latvia	-	-	-	3	-	-	3
Lebanon	-	-	-	4	5	-	9
Lithuania	-	-	-	2	-	-	2
Luxembourg	-	-	-	1	-	-	1
Madagascar	-	-	-	-	-	1	1
Malawi	1	-	-	-	-	-	1
Malaysia	-	6	-	-	1	-	7
Mali	-	-	-	-	1	-	1
Malta	-	-	-	2	1	-	3
Mauritania	-	-	-	-	2	-	2
Mauritius	-	1	-	-	-	-	1
Mexico	-	1	11	-	1	-	13
Moldova	-	-	-	2	-	-	2
Mongolia	-	3	-	-	-	-	3
Morocco	1	1	-	1	9	2	14
Nepal	-	13	-	-	1	1	15
Netherlands	-	-	-	5	2	-	7
New Zealand	-	1	-	-	1	-	2
Niger	-	-	-	-	1	-	1
Nigeria	17	-	-	-	4	-	21
Norway	-	-	-	2	-	-	2
Oman	-	2	-	-	2	-	4
Pakistan	-	49	-	-	6	1	56
Palau	-	-	-	-	1	-	1
Panama	-	-	-	1	-	-	1
Paraguay	-	-	2	-	-	-	2
Peru	-	-	24	1	2	-	27
Philippines	-	29	1	-	1	2	33
Poland	-	-	-	12	4	1	17
Portugal	-	-	-	-	-	1	1
Qatar	-	-	-	-	2	-	2
Republic of Korea	-	85	-	-	2	9	96
Republic of the Congo	-	-	-	-	1	-	1
Romania	-	-	-	12	2	1	15
Russia	-	-	1	12	8	1	22

Country	Black	Asian	Hispanic	White	Other	Unknown	Total
Saudi Arabia	1	15	-	6	44	6	72
Sierra Leone	4	-	-	-	2	-	6
Singapore	-	5	-	-	-	-	5
Slovakia	-	-	-	1	-	-	1
Somalia	5	-	-	-	-	-	5
South Africa	-	1	-	2	2	-	5
Spain	-	-	5	2	-	-	7
Sri Lanka	-	4	-	-	1	-	5
St- Vincent & the Grenadines	1	-	-	-	-	-	1
Sudan	2	-	-	-	1	-	3
Sweden	-	1	-	13	3	-	17
Switzerland	-	-	-	1	1	-	2
Syria	-	-	-	-	-	1	1
Taiwan	-	31	-	-	1	1	33
Tanzania	2	-	-	-	-	-	2
Thailand	-	28	-	-	-	1	29
Togo	1	-	-	-	1	-	2
Trinidad & Tobago	-	-	-	-	3	1	4
Tunisia	-	-	-	-	1	-	1
Turkey	-	2	-	24	31	4	61
Turkmenistan	-	-	-	-	1	-	1
Turks & Caicos	-	-	-	1	-	-	1
Uganda	1	-	-	-	-	1	2
Ukraine	-	-	-	7	1	1	9
United Arab Emirates	-	1	-	2	2	1	6
United Kingdom	1	4	-	12	4	4	25
Uruguay	-	-	3	-	-	-	3
Uzbekistan	-	1	-	4	-	-	5
Venezuela	-	-	9	1	-	-	10
Vietnam	-	34	-	-	-	-	34
West Bank	-	-	-	-	1	-	1
Yemen	-	1	-	-	3	3	7
Zambia	2	1	-	-	2	-	5
Zimbabwe	1	1	-	-	-	-	2
Unknown	6	27	6	7	11	2	59
<b>All</b>	<b>91</b>	<b>921</b>	<b>138</b>	<b>256</b>	<b>280</b>	<b>83</b>	<b>1,769</b>

In order to understand the true diversity of George Mason it is necessary to understand that it is an international university. Students represent 135 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 1,769 nonresident international students on campus, up from 1,686 students in 2002. Interestingly, of these students 80.8 percent or 1,430 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 32.7 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 80.8 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 2002 Data					Fall 2003 Data				
	Male	%	Female	%	Total	Male	%	Female	%	Total
<b>Undergraduate</b>										
New Freshmen	1,009	6	1,216	7.3	2,225	1,062	13.8	1,189	12.6	2,251
Lower Div.	2,330	14	2,702	16.2	5,032	2,395	31.2	2,702	29.0	5,032
Upper Div.	3,777	22.7	5,116	30.7	8,893	3,984	51.8	5,223	55.5	9,207
Nondegree-seeking	260	1.5	277	1.6	537	244	3.2	279	3.0	523
<b>Undergraduate Total*</b>	<b>7,376</b>	<b>44.2</b>	<b>9,311</b>	<b>55.8</b>	<b>16,687</b>	<b>7,685</b>	<b>44.9</b>	<b>9,417</b>	<b>55.1</b>	<b>17,102</b>
<b>Graduate</b>										
Master's	2,510	24.8	3,399	33.6	5,909	2,752	58.3	3,815	59.4	6,567
Doctoral	779	7.7	563	5.6	1,342	816	17.3	619	9.6	1,435
Law School	503	5	329	3.2	832	471	10.0	325	5.1	796
Nondegree-seeking	601	5.9	1,425	14.1	2,026	682	14.4	1,664	25.9	2,346
<b>Graduate Total*</b>	<b>4,393</b>	<b>43.5</b>	<b>5,716</b>	<b>56.5</b>	<b>10,109</b>	<b>4,721</b>	<b>42.4</b>	<b>6,434</b>	<b>57.6</b>	<b>11,144</b>
<b>Total *</b>	<b>11,769</b>	<b>43.9</b>	<b>15,027</b>	<b>56.1</b>	<b>26,796</b>	<b>12,406</b>	<b>43.9</b>	<b>15,840</b>	<b>56.1</b>	<b>28,246</b>

\* These totals represent a student headcount and include nondegree- and degree-seeking students. See IRR's "Fall 2002 and Fall 2003 Glimpse" for full details.

## Undergraduate Degree-Seeking Students

Since fall 2002 the undergraduate headcount increased by a mere 428 students. In 1999, 30 percent of all degree-seeking undergraduate students were students of color. That figure dropped to 30 percent in fall 2001, and increased by 37 percent in 2002. Once again in fall 2002 there was an increase of 37 percent of degree-seeking students of color.

In 2003, African American students represent 8.5 percent of degree-seeking students at Mason, while Asian Americans represent 16.6 percent and Hispanic Americans represent 7.6 percent. White students represent 62.6 percent of George Mason's degree-seeking undergraduates.

Among African American undergraduate students, 44 percent are in the College of Arts and Sciences (CAS), 19 percent are in the School of Management (SOM), 11 percent are in the College of Nursing and Health Science, and 11 percent are in the School of Information Technology and Engineering (IT&E). SOM, CAS, and IT&E enroll 78 percent of all Asian students. CAS and SOM enroll 64 percent of all Hispanic Americans.

## Undergraduate Degree-Seeking Student Enrollment by School/College, Fall 2003

	Total	African American		Asian American		Hispanic American		Native American		NRIS		White* American	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
CAS	7,235	641	8.9	728	10.1	591	8.2	36	0.5	206	2.8	5,033	69.6
SOM	3,291	269	8.2	874	26.6	240	7.3	9	0.3	244	7.4	1,655	50.3
IT&E	2,175	150	6.9	604	27.8	164	7.5	8	0.4	168	7.7	1,081	49.7
CNHS	839	153	18.2	101	12.0	59	7.0	2	0.2	32	3.8	492	58.6
CVPA	965	66	6.8	136	14.1	65	6.7	5	0.5	26	2.7	667	69.1
GSE	430	29	6.7	25	5.8	21	4.9	1	–	9	2.1	345	80.2
Undec.	1,644	80	4.9	314	19.1	125	7.6	2	0.1	30	1.8	1,093	66.5
<b>Total*</b>	<b>16,579</b>	<b>1,453</b>	<b>8.8</b>	<b>2,845</b>	<b>17.2</b>	<b>1,293</b>	<b>7.8</b>	<b>65</b>	<b>0.4</b>	<b>745</b>	<b>4.5</b>	<b>10,701</b>	<b>64.5</b>

\* 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), School of Law (SOL), or School of Public Policy (SPP).

## Graduate Degree-Seeking Students

The graduate student population at George Mason is up significantly for the second year in a row and reflects national trends with regard to graduate enrollment. After two years of decline in degree-seeking graduate students (1999 and 2000), fall 2001 saw a 6 percent increase in graduate enrollment while fall 2002 saw a 13 percent jump. With significant growth in CAS (11 percent), Graduate School of Education (GSE) (17 percent) and SOM (25 percent), the graduate enrollment was generally 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 over fall 2001. Unlike 2001, the nonresident international student numbers remained stable in fall 2002. The largest number of graduate international students are 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, among Native American graduate students, while small numbers, the most popular school is IT&E, which is a change from 2002.

### Graduate Degree-Seeking Student Enrollment by School/College, Fall 2003

	Total	African American		Asian American		Hispanic American		Native American		NRIS		White	
		N	%	N	%	N	%	N	%	N	%	N	%
CAS	1,831	110	6.0	85	4.6	75	4.1	4	0.2	124	6.8	1,433	78.3
GSE	2,238	222	9.9	91	4.1	95	4.2	6	0.3	35	1.6	1,789	79.9
IT&E	1,979	120	6.1	372	18.8	48	2.4	3	0.2	503	25.4	933	47.1
CNHS	317	38	12.0	26	8.2	8	2.5	1	0.3	24	7.6	220	69.4
CVPA	85	6	7.1	4	4.7	2	2.4	-	-	6	7.1	67	78.8
SCS	280	10	3.6	33	11.8	3	1.1	-	-	102	36.4	132	47.1
ICAR	201	25	12.4	9	4.5	4	2.0	1	0.5	49	24.4	113	56.2
SOM	406	13	3.2	43	10.6	12	3.0	1	0.2	28	6.9	309	76.1
SPP	645	59	9.1	35	5.4	39	6.0	2	0.3	99	15.3	411	63.7
Multidiscip. Studies	20	3	15.0	2	10.0	-	-	-	-	5	25.0	10	5.0
Nondegree-Seeking	2,346	225	9.6	107	4.6	100	4.3	3	0.1	40	1.7	1,871	79.8
<b>Total</b>	<b>10,348</b>	<b>831</b>	<b>8.0</b>	<b>807</b>	<b>7.8</b>	<b>386</b>	<b>3.7</b>	<b>21</b>	<b>0.2</b>	<b>1,015</b>	<b>9.8</b>	<b>7,288</b>	<b>70.4</b>

## Intercollegiate Athletes

This is the third 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 George Mason's student population. Students of color make up 23 percent of athletes, while 32.7 percent of the total student body is students of color. White students make up 72 percent of the population, while 75 percent of the student-athlete population is white. African Americans make up 8 percent of the overall student population, while 13 percent of the student athlete population is African American.

## Ethnic Distribution of Student-Athletes for Fall 2002

	Male	Female	Total (%)
African American	27	22	49 (13%)
Asian American	7	3	10 (3%)
Hispanic American	5	4	9 (2%)
Nonresi./Int'l	18	8	26 (7%)
White	117	165	282 (75%)
Total	174	202	376 (100%)

## Student-Athlete Gender Statistics

	Male	Female	Total
Total	174	202	376
% of Total	46%	54%	100%

## ICA Personnel Gender Statistics for Fall 2002

	Male	%	Female	%	Total
Administrators	15	54%	13	46%	28
Coaches	25	62%	15	38%	39
Staff	6	60%	4	40%	10
Total (%)	48	58%	32	42%	77

## Ethnic Distribution of ICA Personnel for Fall 2003\*

	African American	Asian American	Hispanic American	White	Total
<b>Administrators</b>					
Male	4	1	1	9	15
Female	2	-	-	11	13
(%)	21%	4%	4%	71%	100%
<b>Coaches</b>					
Male	6	1	-	17	24
Female	4	-	-	11	15
(%)	26%	2%	-	72%	100%
<b>Staff</b>					
Male	2	-	-	4	6
Female	-	-	-	3	3
(%)	11%	-	-	70%	100%
Total (%)	19 (25%)	2 (3%)	1 (1%)	55 (72%)	77 (100%)

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

## Degree Recipients

George Mason granted 4,486 degrees in May 2003, down from 4,918 degrees in May 2001. Mason granted 2,816 baccalaureate degrees, 1,359 master's degrees, 106 doctoral degrees, and 205 law degrees. The total number of degrees granted was lower for the third year in a row from the high in 2000 when 5,045 degrees were granted.

In May 2003, George Mason granted 6 doctorates to African Americans and 7 to Asian Americans. The School of Law granted 16 degrees to persons of color, including 10 to Asian Americans.

Since 1998 George Mason has awarded 31 doctoral degrees to African Americans, 28 doctoral degrees to Asian Americans, and 3 to Hispanic Americans.

## Degrees Conferred in 2002-03

- 460 African Americans received degrees: 301 baccalaureates, 152 master's, 6 doctoral, and 1 law degree. This is an increase in the number of degrees conferred in May 2001 by 29 degrees.
- 665 Asian Americans received degrees: 543 baccalaureates, 106 master's, 7 doctoral, and 10 law degrees.
- 298 Hispanic Americans received degrees: 246 baccalaureates, 44 master's degrees, and 5 law degrees.
- 15 Native Americans received degrees: 11 baccalaureates and 4 master's.

Translated into percentages, African Americans received 10 percent of the degrees awarded; Asian Americans, 15 percent; Hispanic Americans, 6 percent; and Native Americans, 3 percent. Whites accounted for 76 percent of all degrees awarded.

## Degrees Conferred by Degree Type

	2002-2003	2001-2002
<b>African American</b>		
Baccalaureate	301	280
Graduate Total	159	115
Master's	152	119
Doctorate	6	5
Law	1	6
Total	460	368
<b>Asian American</b>		
Baccalaureate	543	437
Graduate Total	112	121
Master's	105	126
Doctorate	7	5
Law	10	11
Total	665	563
<b>Hispanic American</b>		
Baccalaureate	246	223
Graduate Total	47	50
Master's	44	66
Doctorate	3	-
Law	5	6
Total	298	266
<b>Native American</b>		
Baccalaureate	11	16
Graduate Total	4	6
Master's	4	6
Doctorate	-	-
Law	-	2
Total	15	18
<b>White</b>		
Baccalaureate	1,945	1,860
Graduate Total	1,312	1,173
Master's	1,201	1,077
Doctorate	111	96
Law	168	181
Total	3,425	3,703
<b>Nonresident Alien</b>		
Baccalaureate	176	
Graduate Total	270	
Master's	245	
Doctorate	25	
Law	1	
Total	447	
<b>Grand Totals</b>		
Baccalaureate	3,222	2,816
Graduate Total	1,904	1,465
Master's	1,751	1,762
Doctorate	152	106
Law	185	206
Total	5,310	4,919

\*Includes a total of 447 degrees to non-resident international

## ■ Personnel

Fall 2003 presented a mixed picture for employees of color at Mason. The number of employees grew by 350 since fall 2002. Employees of color comprise 16 percent of Mason's workforce, up 1 percent from last year. Since 1989, Mason has seen a growth in its workforce of 78 percent (1,548 employees since 1989). The majority of that change has been in the instructional faculty ranks (101 percent or 1,015 employees).

In addition, since 1989, the representation of employees of color has also increased by 170 percent (from 228 to 616 employees). Growth in the population of employees of color is in the right direction but is outpaced by the diversity of the student population.

Since fall 2002, Mason has increased its African American employee population by 13 percent. Similarly, the Asian American population has increased 14 percent, and the Hispanic American population increased by 15 percent, with extraordinarily large gains since 1989 (138 percent, 320 percent, and 204 percent respectively).

### Minority Personnel for Fall 1989 and 2003

	Total	FT/PT Fac.	Admin. Fac.	Classi- fied
<b>Fall 1989</b>				
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
<b>Fall 2003</b>				
African Amer.	270	78	44	148
Asian Amer.	219	113	18	89
Hispanic Amer.	121	56	8	57
Native Amer.	6	3	-	3
White/Nonres.	2,908	1,768	378	762

### Ethnic Distribution of University Personnel, Fall 2003

	Total		African American	Asian American	Hispanic American	Native American	NRIS	White	Other/ Unknown
<b>Instructional and Research</b>									
Full-Time Faculty	1,115	No.	42	75	23	1	70	903	1
		%	3.8	6.7	2.1	0.1	6.3	81.0	0.1
Part-Time Faculty	903	No.	36	38	33	2	28	762	4
		%	4.0	4.2	3.7	0.2	3.1	84.4	0.4
Graduate Assistants*	734	No.	11	37	16	-	316	345	9
		%	1.5	5.0	2.7	0.2	48.1	44.6	1.2
<b>Administrators and Staff</b>									
Administrative Faculty	447	No.	44	17	8	-	2	376	-
		%	9.8	3.8	1.8	-	0.4	84.1	-
Professional/Technical	814	No.	96	70	31	3	12	602	-
		%	11.8	8.6	3.8	0.4	1.5	74.0	-
Office/Clerical	49	No.	9	5	2	-	-	33	-
		%	18.4	10.2	4.1	-	-	67.3	-
Skilled/Service	196	No.	43	14	24	-	1	114	-
		%	21.9	7.1	12.2	-	0.5	58.2	-
<b>Grand Total</b>	<b>4,258</b>	<b>No.</b>	<b>281</b>	<b>256</b>	<b>137</b>	<b>6</b>	<b>429</b>	<b>3,135</b>	<b>14</b>
		<b>%</b>	<b>6.6</b>	<b>6.0</b>	<b>3.2</b>	<b>0.1</b>	<b>10.1</b>	<b>73.6</b>	<b>0.3</b>

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



## Faculty

Full-time instructional faculty grew by 53 positions in fall 2003. Of those 53 new instructional faculty, 41 are of color. There are a total 176 instructors of color at George Mason. Prior to this year there was virtually no growth in the ranks of instructional faculty of color since 1999. The largest group is Asian Americans with 106 faculty, followed by 43 African Americans, 26 Hispanic Americans, and 1 Native American.

The largest increase in the faculty has been in the assistant professor ranks, with a 25 person increase over fall 2002.

Overall, 46 percent of the full-time faculty at George Mason is tenured. This has not changed since fall 2002. The following analyzes tenured faculty by race:

48 percent	White
47 percent	Hispanic Americans
35 percent	African Americans
46 percent	Asian Americans

## Full-Time Faculty by Ethnicity: Tenured, Tenure Track, and Term for Fall 2003 and Fall 2002

	Fall 2003		Fall 2002	
	No.	%	No.	%
<b>African American</b>				
Tenured	20	46.5%	18	43.9%
Tenure Track	10	23.3%	11	26.8%
Term	13	30.2%	12	29.3%
<b>Asian American</b>				
Tenured	37	34.9%	30	42.9%
Tenure Track	19	17.9%	16	22.9%
Term	50	34.6%	24	34.3%
<b>Hispanic American</b>				
Tenured	10	45.8%	11	45.8%
Tenure Track	7	26.9%	6	25.0%
Term	9	34.6%	7	29.2%
<b>Native American</b>				
Tenured	0	0%	0	0%
Tenure Track	0	0%	0	0%
Term	1	100%	0	0%
<b>White</b>				
Tenured	446	47.5%	429	49.8%
Tenure Track	155	16.5%	160	18.6%
Term	337	35.9%	273	31.7%
<b>Total*</b>				
Tenured	513	46.0%	492	46.3%
Tenure Track	191	17.1%	207	19.5%
Term	411	36.9%	363	34.2%

\* Includes nonresident international employees.

## Academic Rank by Ethnicity, Fall 2003

	Total	Academic Rank							
		Full		Associate		Assistant		Instructional	
		No.	%	No.	%	No.	%	No.	%
African American	43	8	18.6	16	37.2	15	34.9	4	9.3
Asian American	106	14	13.2	32	30.2	40	37.7	20	18.9
Hispanic American	26	6	23.1	7	26.9	9	34.6	4	15.4
Native American	1	0	0	0	0	1	100	0	0
White	938	279	29.7	249	26.5	284	30.3	126	13.4
All minorities	176	28	15.9	55	31.3	65	36.9	28	15.9
Total*	1,115	307	27.5	304	27.3	350	31.4	154	13.8

\* Includes nonresident international employees.

## Employee Gender

George Mason hired 33 more full-time and 116 part-time female instructional faculty members for fall 2003. This is compared to 20 full-time and 61 part-time male faculty members. Since 2002 George Mason has hired 25 paraprofessional females and doubled the number of women in the skilled crafts from 3 in fall 2002 to 6 in fall 2003. Mason will continue to hire more female skilled craft personnel for the remainder of 2003-04. Overall, females comprise 46.4 percent of George Mason's workforce.

	<b>Total</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>Instructional Faculty Total</b>	<b>2,018</b>	<b>1,132</b>	<b>56.1</b>	<b>866</b>	<b>42.9</b>
Full-Time Faculty*	1,115	694	62.2	421	37.5
Tenured*	513	372	72.5	141	27.5
Part-time	903	438	48.5	465	51.5
<b>Administrators and Staff Support</b>	<b>1,506</b>	<b>625</b>	<b>41.5</b>	<b>889</b>	<b>59.0</b>
Administrative Faculty	447	181	40.5	266	59.5
Administrative and Management	54	33	61.1	21	38.9
Professional	220	62	28.2	158	71.8
Technical	158	111	70.2	47	29.7
Paraprofessional	382	67	17.5	315	82.5
Clerical	49	4	8.2	45	91.8
Skilled Craft	106	100	94.3	6	5.7
Service/Maintenance	47	37	78.7	10	21.3
Protective Services	43	33	76.7	10	23.3
<b>University Total*</b>	<b>3,524</b>	<b>1,760</b>	<b>49.9</b>	<b>1,764</b>	<b>46.4</b>

\* Tenured faculty are included in the full-time faculty category also.

\*\* Does not include wage employees.

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## Glossary Terms

Assistant professor	Instructional faculty member who holds the terminal degree in the discipline and gives promise of excellent teaching and scholarship.
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.
Instructor	Instructional faculty member who holds a master’s degree or equivalent academic or professional qualifications and gives promise of excellent teaching.
Nonresident international students	These students are not U.S. citizens. Students in the United States on visa are also called nonresident 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.
Tenured track faculty	An appointment of instructional faculty for a fixed term in which service is applied for consideration of tenure.
Term 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
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
SPP	School of Public Policy

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# George Mason University

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