

SECTION VII:

ADMINISTRATIVE OPERATIONS

2002 INSTITUTIONAL PROFILE

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS [1]

YEAR ENDED JUNE 30, 2001 AND 2002

(dollars in thousands)

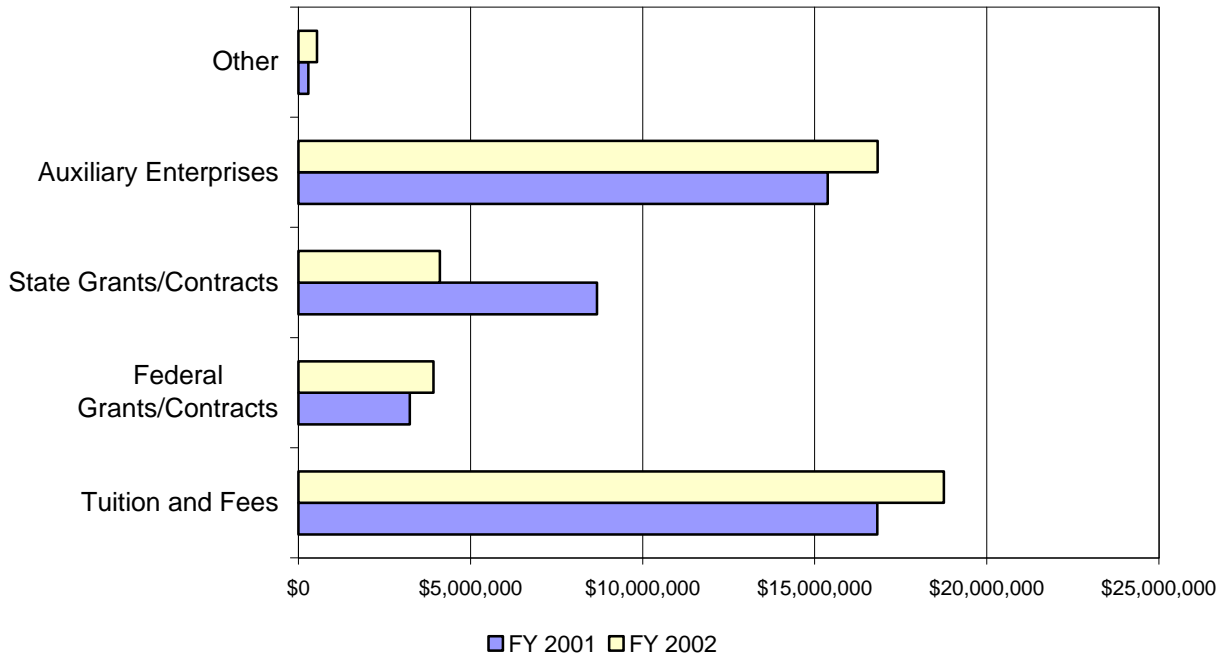
Revenues	\$	\$	Percent Change
Operating revenues:	06/30/2001[2]	6/30/02	FY01 to FY02
Student tuition and fees, net	16,808	18,746	11.5%
Federal grants and contracts	3,222	3,915	21.5%
State and local grants and contracts	8,667	4,104	-52.6%
Auxiliary enterprises	15,367	16,816	9.4%
Other	275	530	92.7%
<i> Total operating revenues</i>	<i>44,339</i>	<i>44,111</i>	<i>-0.5%</i>
Expenses			
Operating expenses:			
Instruction	20,860	23,352	11.9%
Academic support	3,542	3,508	-1.0%
Student services	6,139	6,186	0.8%
Institutional support	8,588	10,920	27.2%
Student financial aid and scholarships	683	841	23.1%
Operations and maintenance of plant	7,602	7,105	-6.5%
Depreciation	4,186	4,997	19.4%
Auxiliary	10,401	11,707	12.6%
<i> Total operating expenses</i>	<i>62,001</i>	<i>68,616</i>	<i>10.7%</i>
Operating loss	(17,662)	(24,505)	38.7%
Nonoperating revenue (expenses):			
State of New Jersey appropriations	27,698	28,206	1.8%
Investment income	1,631	937	-42.6%
Interest on capital - asset related debt	(3,301)	(5,496)	66.5%
Other nonoperating revenue	33	31	-6.1%
<i> Net nonoperating revenue</i>	<i>26,061</i>	<i>23,678</i>	<i>-9.1%</i>
Decrease/increase in net assets	8,399	(827)	-109.8%
Net assets - beginning of year	45,671	54,070	18.4%
Net assets - end of year	54,070	53,243	-1.5%

[1] Effective for the year beginning July 1, 2001, the College adopted Governmental Accounting Standards Board Statement (GASB) No. 35, Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities. Due to the change in reporting standards a five-year trend table will not be possible until FY 2007.

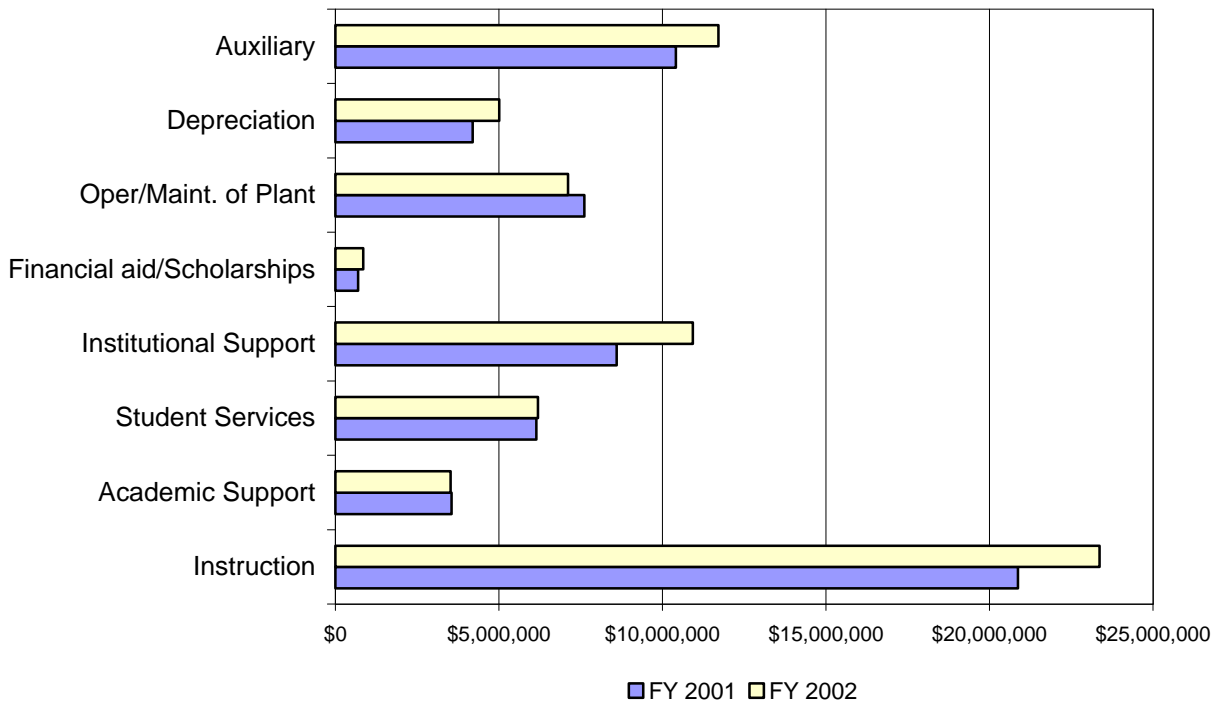
[2] Restated

Source: Ramapo College of New Jersey Financial Statements, June 30, 2002

Statement of Revenues



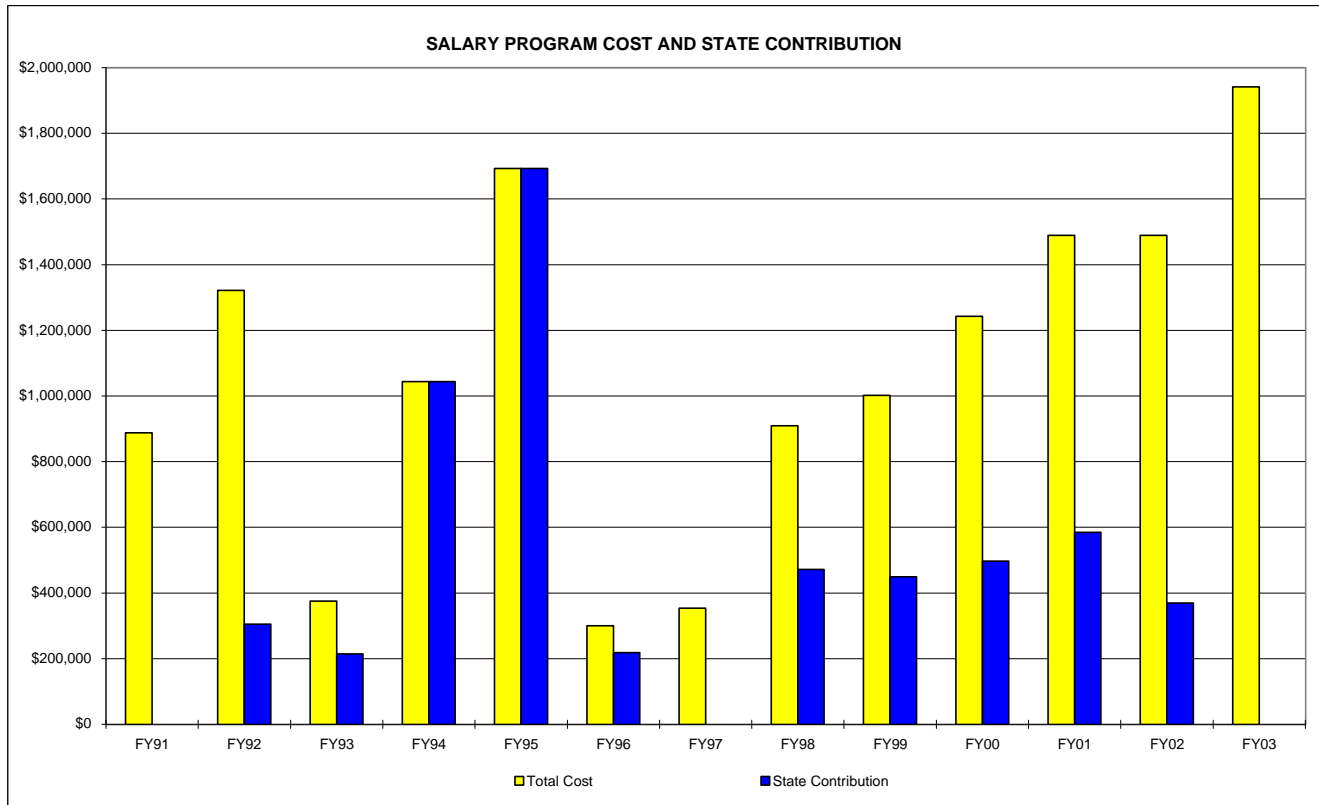
Statement of Expenditures



SALARY PROGRAM: COST AND FUNDING [1]

Fiscal Year	Total Salary Program	Percent Change From Previous Year	Amount Provided by State for Salary Program	
			Dollars	Percent of Total
1988	\$897,826	N/A	\$826,000	92.00%
1989	\$795,433	-11.4%	\$397,000	49.91%
1990	\$790,464	-0.6%	\$197,616	25.00%
1991	\$888,000	12.3%	\$0	0.00%
1992	\$1,321,793	48.9%	\$305,000	23.07%
1993	\$583,785	-55.8%	\$214,000	36.66%
1994	\$1,044,000	78.8%	\$1,044,000	100.00%
1995	\$1,693,000	62.2%	\$1,693,000	100.00%
1996	\$300,025	-82.3%	\$218,000	72.66%
1997	\$353,794	17.9%	\$0	0.00%
1998	\$909,743	157.1%	\$472,000	51.88%
1999	\$982,394	8.0%	\$449,000	45.70%
2000	\$866,000	-11.8%	\$497,000	57.39%
2001	\$1,242,429	43.5%	\$585,000	47.09%
2002	\$1,489,000	19.8%	\$369,500	24.82%
2003	\$1,942,000	30.4%	\$0	0.00%

[1] The fiscal year salary program includes any cost-of-living adjustments, step increases, and catch-up costs from the prior year. The expense represents the increase to the continuation salary costs from one year to the next.



TUITION AND FEES ^[1]

UNDERGRADUATE

Resident	Academic Year	Academic Year	Academic Year	Academic Year	Academic Year	Percent Change	Percent Change
	1998-99	1999-2000	2000-01	2001-02	2002-03		
	\$	\$	\$	\$	\$	98/99 to 02/03	01/02 to 02/03
Annual (full-time) [2]							
Tuition	\$3,412.50	\$3,822.00	\$4,166.40	\$4,416.00	\$4,835.52	41.7%	9.5%
Student Activity Fee	\$300.00	\$360.96	\$395.20	\$427.20	\$490.56	63.5%	14.8%
Student Center Fee	\$382.50	\$408.00	\$427.20	\$433.60	\$433.60	13.4%	0.0%
General Service Fee	\$351.00	\$388.80	\$417.60	\$453.44	\$512.00	45.9%	12.9%
Experiential Learning Fee[3]	-	-	\$32.00	\$64.00	\$70.40	N/A	10.0%
Media & Technology Fee (4)	-	-	-	\$384.00	\$432.00	N/A	12.5%
Total	\$4,446.00	\$4,979.76	\$5,438.40	\$6,178.24	\$6,774.08	52.4%	9.6%
Per Credit (part-time)							
Tuition	\$113.75	\$119.45	\$130.20	\$138.00	\$151.11	32.8%	9.5%
Student Activity Fee	\$10.00	\$11.28	\$12.35	\$13.35	\$15.33	53.3%	14.8%
Student Center Fee	\$12.75	\$12.75	\$13.35	\$13.55	\$13.55	6.3%	0.0%
General Service Fee	\$11.70	\$12.15	\$13.05	\$14.17	\$16.00	36.8%	12.9%
Experiential Learning Fee[3]	-	-	\$1.00	\$2.00	\$2.20	N/A	10.0%
Media & Technology Fee (4)	-	-	-	\$12.00	\$13.50	N/A	12.5%
Total	\$148.20	\$155.63	\$169.95	\$193.07	\$211.69	42.8%	9.6%

Non-Resident	Academic Year	Academic Year	Academic Year	Academic Year	Academic Year	Percent Change	Percent Change
	1998-99	1999-2000	2000-2001	2001-02	2002-03		
	\$	\$	\$	\$	\$	98/99 to 02/03	01/02 to 02/03
Annual (full-time) [2]							
Tuition	\$5,971.50	\$6,688.00	\$7,291.20	\$7,801.60	\$8,737.92	46.3%	12.0%
Student Activity Fee	\$300.00	\$360.96	\$395.20	\$427.20	\$490.56	63.5%	14.8%
Student Center Fee	\$382.50	\$408.00	\$427.20	\$433.60	\$433.60	13.4%	0.0%
General Service Fee	\$351.00	\$388.80	\$417.60	\$453.44	\$512.00	45.9%	12.9%
Experiential Learning Fee[3]	-	-	\$32.00	\$64.00	\$70.40	N/A	10.0%
Media & Technology Fee (4)	-	-	-	\$384.00	\$432.00	N/A	12.5%
Total	\$7,005.00	\$7,845.76	\$8,563.20	\$9,563.84	\$10,676.48	52.4%	11.6%
Per Credit (part-time)							
Tuition	\$199.05	\$209.00	\$227.85	\$243.80	\$273.06	37.2%	12.0%
Student Activity Fee	\$10.00	\$11.28	\$12.35	\$13.35	\$15.33	53.3%	14.8%
Student Center Fee	\$12.75	\$12.75	\$13.35	\$13.55	\$13.55	6.3%	0.0%
General Service Fee	\$11.70	\$12.15	\$13.05	\$14.17	\$16.00	36.8%	12.9%
Experiential Learning Fee[3]	-	-	\$1.00	\$2.00	\$2.20	N/A	10.0%
Media & Technology Fee (4)	-	-	-	\$12.00	\$13.50	N/A	12.5%
Total	\$233.50	\$245.18	\$267.60	\$298.87	\$333.64	42.9%	11.6%

GRADUATE

Resident	Academic Year	Academic Year	Academic Year	Academic Year	Academic Year	Percent Change	Percent Change
	1998-99	1999-20	2000-2001	2001-02	2002-03		
	\$	\$	\$	\$	\$	98/99 to 02/03	01/02 to 02/03
Per Credit (part-time)							
MALS/GET	\$271.10	\$271.10	\$285.00	\$302.00	\$330.69	16.0%	9.5%
MBA	-	\$281.10	\$295.00	\$312.70	\$342.41	N/A	9.5%
Student Activity Fee	-	\$1.30	\$1.37	\$1.45	\$1.45	N/A	0.0%
Student Center Fee	-	\$1.30	\$1.37	\$1.45	\$1.45	5.8%	0.0%
General Service Fee	-	\$1.30	\$1.36	\$1.45	\$1.59	N/A	9.7%
Media & Technology Fee (4)	-	-	-	\$12.00	\$13.50	N/A	12.5%
MALS/GET Total	-	\$275.00	\$289.10	\$318.35	\$348.68	N/A	9.5%
MBA Total	-	\$285.00	\$299.10	\$329.05	\$360.40	N/A	9.5%
Non-Resident							
Per Credit (part-time)							
MALS/GET	\$341.30	\$341.30	\$358.00	\$379.50	\$425.04	18.7%	12.0%
MBA	-	\$354.00	\$372.00	\$394.30	\$441.62	N/A	12.0%
Student Activity Fee	-	\$1.30	\$1.37	\$1.45	\$1.45	N/A	0.0%
Student Center Fee	-	\$1.30	\$1.37	\$1.45	\$1.45	N/A	0.0%
General Service Fee	-	\$1.30	\$1.36	\$1.45	\$1.59	N/A	9.7%
Media & Technology Fee (4)	-	-	-	\$12.00	\$13.50	N/A	12.5%
MALS/GET Total	-	\$345.20	\$362.10	\$395.85	\$443.03	N/A	11.9%
MBA Total	-	\$357.90	\$376.10	\$410.65	\$459.61	N/A	11.9%

[1] The fee charges are the same for both resident and non-resident students.

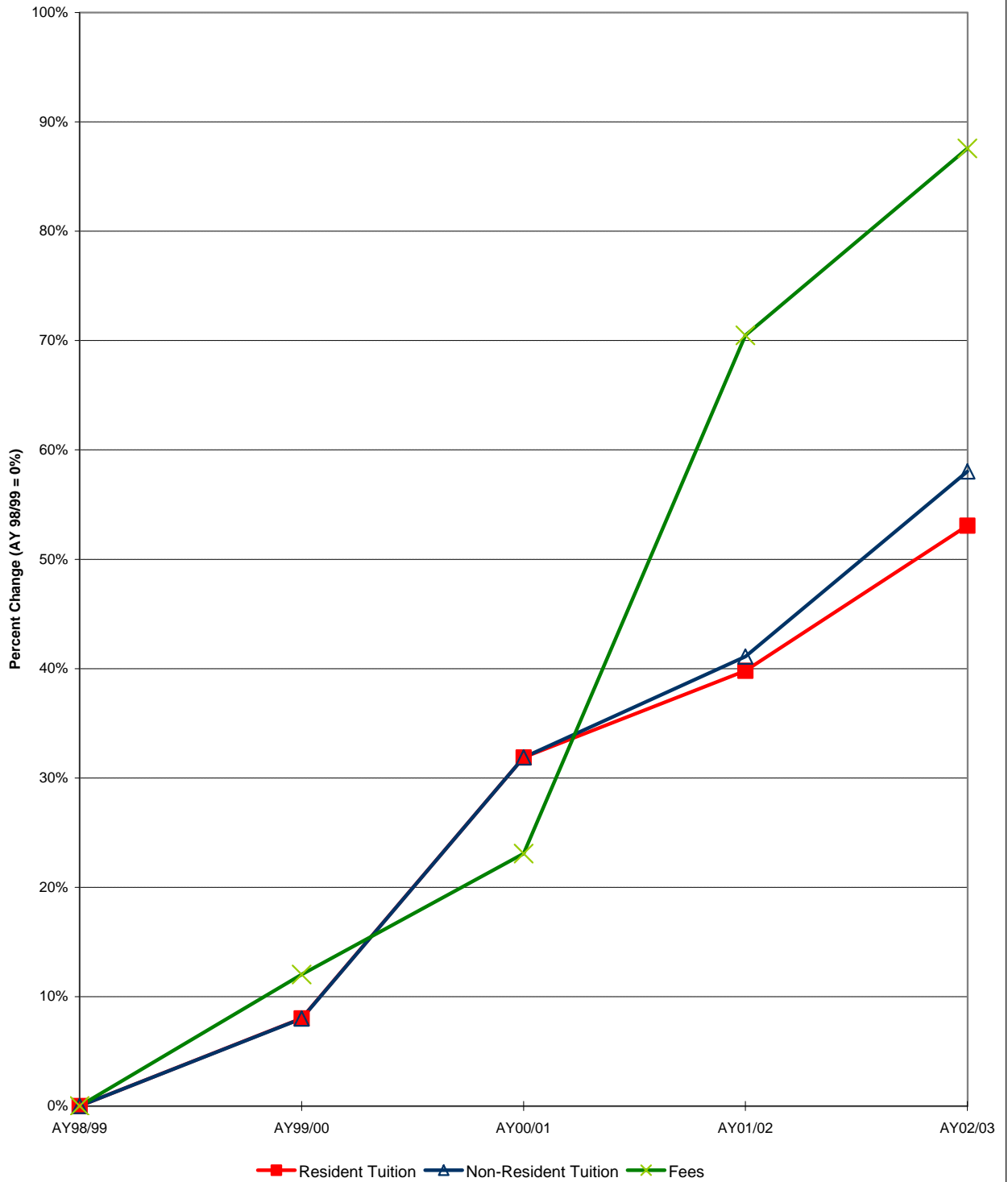
[2] Prior to Fall 99 full-time undergraduate students pay on the basis of 15 credits per semester (30 annualized) for 12 to 18 credits, inclusive.

As of Fall 99, full-time undergraduate students pay on the basis of 16 credits per semester (32 annualized) for 12 to 19 credits, inclusive.

[3] Experiential Learning Fee instated Fall 2000 semester (\$1.00 per credit hour).

[4] M&T fee previously assessed as flat fee. As of Fall 2001 M&T is a tuition related fee calculated on a per credit basis.

CUMULATIVE PERCENT CHANGE IN FULL-TIME TUITION AND FEES



OTHER STUDENT FEES

Resident & Non-Resident	Academic Year	Academic Year	Academic Year	Academic Year	Academic Year	Percent Change 98/99 to 02/03	Percent Change 01/02 to 02/03
	1998-99	1999-00	2000-01	2001-02	2002-03		
	\$	\$	\$	\$	\$		
Admission Deposit (undergrad) [1]	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	0.0%	0.0%
Admission Deposit (grad)	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	0.0%	0.0%
Application (undergrad)	\$45.00	\$45.00	\$50.00	\$50.00	\$50.00	11.1%	0.0%
Application (grad)	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	0.0%	0.0%
Athletic Lab Fees:							
Tennis	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	0.0%	0.0%
Injury Management	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	0.0%	0.0%
First Aid/CPR	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	0.0%	0.0%
Scuba Diving	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	0.0%	0.0%
Housing Deposit	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	0.0%	0.0%
ID Card Replacement	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	0.0%	0.0%
Laboratory							
1st lab [2]	\$30.00	\$30.00	\$50.00	\$50.00	\$50.00	66.7%	0.0%
Each lab thereafter	\$30.00	\$30.00	\$50.00	\$50.00	\$50.00	66.7%	0.0%
Media & Technology [3]							
Full-time	\$170.00	\$200.00	\$200.00	(5)	(5)	N/A	N/A
Part-time	\$100.00	\$130.00	\$130.00	(5)	(5)	N/A	N/A
Medical Insurance	\$134.00	\$134.00	\$134.00	\$134.00	\$172.00	28.4%	28.4%
Monthly Payment Plan App. Fee	\$70.00	\$70.00	\$70.00	\$75.00	\$75.00	7.1%	0.0%
Orientation:							
Full-time	\$100.00	\$100.00	\$100.00	\$100.00	\$130.00	30.0%	30.0%
Part-time	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	0.0%	0.0%
Transfers	\$50.00	\$50.00	\$50.00	\$50.00	\$65.00	30.0%	30.0%
Parking Fee:							
Full-time	\$110.00	\$110.00	\$100.00	\$100.00	\$100.00	-9.1%	0.0%
Part-time	\$60.00	\$60.00	\$100.00	\$100.00	\$100.00	66.7%	0.0%
Second car decal	\$40.00	\$40.00	\$30.00	\$30.00	\$30.00	-25.0%	0.0%
Replacement decal	\$40.00	\$40.00	\$30.00	\$30.00	\$30.00	-25.0%	0.0%
Dishonored Check	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	0.0%	0.0%
Redeposit Check	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	0.0%	0.0%
Student Teaching Fee	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	0.0%	0.0%
Teacher Certification Fee	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	0.0%	0.0%
Official Transcript	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	0.0%	0.0%

[1] Folded into tuition of students accepted and enrolled: Non-refundable to applicants who do not enroll.

[2] Fee instated 94-95 Academic Year.

[3] Flat fee initially instated 94-95 Academic Year. As of Fall 2001 M&T changed from flat fee to a tuition related fee calculated on a per credit basis.

CHARGES FOR STUDENT HOUSING AND MEAL PLANS

Student Housing	Academic Year	Academic Year	Academic Year	Academic Year	Academic Year	Percent Change 98/99 to 02/03	Percent Change 01/02 to 02/03
	1998-99	1999-2000	2000-01	2001-02	2002-03		
	\$	\$	\$	\$	\$		
<i>Garden Style Apartments</i>							
2 person/1 bedroom [1]	\$4,743.00	\$4,980.00	\$5,230.00	\$5,518.00	\$5,320.00	12.2%	-3.6%
4 person/2 bedroom [2]	\$4,335.00	\$4,550.00	\$4,778.00	\$5,042.00	\$5,822.00	34.3%	15.5%
<i>Lodge</i>							
one bedroom, common bath	\$4,651.00	\$4,884.00	\$5,130.00	\$5,412.00	\$5,770.00	24.1%	6.6%
<i>Oak Hall</i>							
2 person/1 bedroom	-	\$4,980.00	\$5,230.00	\$5,518.00	\$5,822.00	N/A	5.5%
1 person/1bedroom	-	\$6,724.00	-	-	-	N/A	N/A
<i>Pine Hall</i>							
6 person/3 bedroom [3]	\$4,255.00	\$4,468.00	\$4,692.00	\$4,950.00	\$5,222.00	22.7%	5.5%
7 person/4 bedroom [4]	\$4,801.00	\$6,032.00	-	-	-	N/A	N/A
<i>Linden Hall</i>							
4 person/2 bedroom [5]	\$4,255.00	\$4,468.00	\$4,692.00	\$4,950.00	\$5,222.00	22.7%	5.5%
7 person/4 bedrom [6]	\$4,801.00	\$6,032.00	-	-	-	N/A	N/A
<i>Maple Hall</i>							
double room	-	-	\$5,230.00	\$5,518.00	\$5,822.00	N/A	5.5%
triple room	-	-	\$3,924.00	-	-	N/A	N/A
<i>The Village</i>							
single room	-	-	-	-	\$5,822.00	N/A	N/A
<i>Meal Plan</i>							
10 meals(Tasty 10)[8]	\$1,470.00	\$1,548.00	\$1,750.00	\$1,802.00	\$1,940.00	32.0%	7.7%
Flexible 5	-	-	-	-	\$2,020.00	N/A	N/A
The Ultimate	-	-	-	-	\$2,500.00	N/A	N/A
The Super 14	-	-	-	-	\$2,460.00	N/A	N/A
10+ meals	\$1,958.00	\$2,060.00	\$2,162.00	\$2,226.00	-	N/A	N/A
15 meals	\$1,770.00	\$1,864.00	\$1,956.00	\$2,014.00	-	N/A	N/A
15+ meals	\$2,050.00	\$2,156.00	\$2,262.00	\$2,330.00	-	N/A	N/A
19 meals	\$1,862.00	\$1,960.00	\$2,058.00	\$2,118.00	-	N/A	N/A
19+ meals	\$2,130.00	\$2,240.00	\$2,352.00	\$2,422.00	-	N/A	N/A
200 Block Meal Plan	-	-	\$2,050.00	\$2,110.00	-	N/A	N/A
5 and \$500 Flex Meal Plan[7]	-	-	\$1,920.00	\$1,920.00	-	N/A	N/A

[1] One Bedroom Apt/Double Room
 [2] Two Bedroom Apt/Double Room
 [3] Double Room
 [4] Double Room/Single Option

[5] Double Room
 [6] Double Room/Single Option
 [7] New board plan instated Fall 2000.
 [8] Renamed Tasty Plan, Fall 2002

SALES AND INCOME TO THE COLLEGE FROM THE CAMPUS STORE

Fiscal Year	Sales			Commission *		
	Amount	Percent Change From Previous Year	Cumulative Percent Change From 1984	Amount	Percent Change From Previous Year	Cumulative Percent Change From 1984
1984	\$744,198	N/A	0.0%	\$31,233	N/A	0.0%
1985	\$692,509	-6.9%	-6.9%	\$34,421	10.2%	10.2%
1986	\$786,730	13.6%	5.7%	\$39,174	13.8%	25.4%
1987	\$902,522	14.7%	21.3%	\$48,903	24.8%	56.6%
1988	\$1,044,635	15.7%	40.4%	\$84,309	72.4%	169.9%
1989	\$1,048,231	0.3%	40.9%	\$87,628	3.9%	180.6%
1990	\$1,235,057	17.8%	66.0%	\$91,589	4.5%	193.2%
1991	\$1,500,000	21.5%	101.6%	\$120,000	31.0%	284.2%
1992	\$1,511,888	0.8%	103.2%	\$131,070	9.2%	319.7%
1993	\$1,577,806	4.4%	112.0%	\$137,003	4.5%	338.6%
1994	\$1,647,700	4.4%	121.4%	\$143,300	4.6%	358.8%
1995	\$1,718,917	4.3%	131.0%	\$154,703	8.0%	395.3%
1996	\$1,718,409	0.0%	130.9%	\$154,694	0.0%	395.3%
1997	\$1,810,524	5.4%	143.3%	\$162,947	5.3%	421.7%
1998	\$1,907,934	5.4%	156.4%	\$171,714	5.4%	449.8%
1999	\$2,056,818	7.8%	176.4%	\$185,114	7.8%	492.7%
2000	\$2,138,544	4.0%	187.4%	\$192,469	4.0%	516.2%
2001	\$2,523,811	18.0%	239.1%	\$222,143	15.4%	611.2%
2002	\$2,521,055	-0.1%	238.8%	\$242,232	9.0%	675.6%

* Commission is 8.5% of sales (minus sales tax and refunds) up to one million dollars, and 9% over one million dollars.

FOOD SERVICE COMMISSION

Fiscal Year	Income *	Percent Change From Previous Year	Cumulative Percent Change From 1987
1987	\$36,538	N/A	0.0%
1988	\$39,000	6.7%	6.7%
1989	\$41,147	5.5%	12.6%
1990	\$41,000	-0.4%	12.2%
1991	\$75,000	82.9%	105.3%
1992	\$85,000	13.3%	132.6%
1993	\$90,000	5.9%	146.3%
1994 [1]	\$66,350	-26.3%	81.6%
1995	\$63,471	-4.3%	73.7%
1996	\$60,883	-4.1%	66.6%
1997	\$69,704	14.5%	90.8%
1998	\$66,148	-5.1%	81.0%
1999[2]	\$49,119	-25.7%	34.4%
2000	(\$66,349)	-235.1%	-281.6%
2001	\$336,802	-607.6%	821.8%
2002	\$175,765	-47.8%	381.0%

* Income from 8/86 to 8/90 was generated by a monthly rental fee plus 1% of the gross income over \$400,000 (not including Meal Plan). The next contract (8/90 to 8/93) included commission to the College as follows: 5% on all sales up to \$1.5 million, and 8% over \$1.5 million. There was a minimum guarantee per year for each of the three years of the contract of \$75,000, \$85,000, and \$90,000 respectively.

[1] In 9/93 the Food Service changed from DAKA to Woods. \$58,800 paid by Woods and \$7,550 paid by DAKA.

[2] Lower revenues are a result of change in accounting method.

CAPITAL PROJECT STATUS REPORT
(as of 11/15/02)

Name	Budget	Funding Source	Est/Actual Construction Start Date	Estimated Completion Date	Status
H-Wing Renovation	\$1,685,222	HECIP	07/01/01	07/15/02	9
Havemeyer House Renovations	\$137,000	RCR/ADA	11/15/01	11/30/02	7
Phase VII Housing	\$35,930,000	EFABI	07/01/01	01/31/03	7
Student Center Renovations	\$3,610,000	EFABI	10/15/02	01/31/03	7
Library Waterproofing	\$250,000	HECIP	09/01/02	05/31/03	6
Mansion Renovations	\$750,000	HECIP	07/01/02	06/30/03	6/7
Phase VIII Housing	\$23,170,000	EFABI	01/01/03	11/30/03	6
Sports and Recreation Center	\$24,117,000	EFABI	12/15/02	05/31/04	6
Sculpture Studio	\$65,000	HECIP	TBD	TBD	5
Sustainability Center Building	\$500,000	EFABI	TBD	TBD	4

Funding Source Code:

EFABI EFA Bond Issue
RCR Ramapo College Reserves
SA-MCP State Appropriation - Misc. Capital Projects
HECIP Higher Education Capital Improvement Program
EFA "R&R" Educational Facilities Authority "R&R"
SLP State Loan Program
ADA State ADA Comp Funds

Status Code:

1 Concept
2 A/E Award
3 Design Initiated
4 Design Complete
5 NJ DCA Code Review
6 Construction Bidding
7 Under Construction
8 Substantially Complete
9 Completed and Closed Out

**STAFFING SUMMARY BY JOB CATEGORY
Fiscal Year 2002**

	FY 1998		FY 1999		FY 2000		FY 2001		FY 2002		Percent Change 98 to 02	Percent Change 01 to 02
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.		
Faculty [1]	149	28.1%	148	27.1%	151	26.9%	166	28.6%	175	29.7%	17.4%	5.4%
Deans of Schools	6	1.1%	6	1.1%	6	1.1%	6	1.0%	6	1.0%	0.0%	0.0%
Administrative [2]	13	2.5%	13	2.4%	12	2.1%	13	2.2%	13	2.2%	0.0%	0.0%
Professional	152	28.7%	161	29.5%	178	31.7%	190	32.7%	198	33.6%	30.3%	4.2%
Other	103	19.4%	115	21.1%	113	20.1%	136	23.4%	136	23.1%	32.0%	0.0%
Clerical	107	20.2%	103	18.9%	102	18.1%	70	12.0%	62	10.5%	-42.1%	-11.4%
Total	530		546		562		581		590		11.3%	1.5%

[1] Includes librarians and full-time substitutes (temporary faculty hired to replace permanent faculty on paid leave or sabbatical). Excludes faculty/staff on long-term disability who are not expected to return.

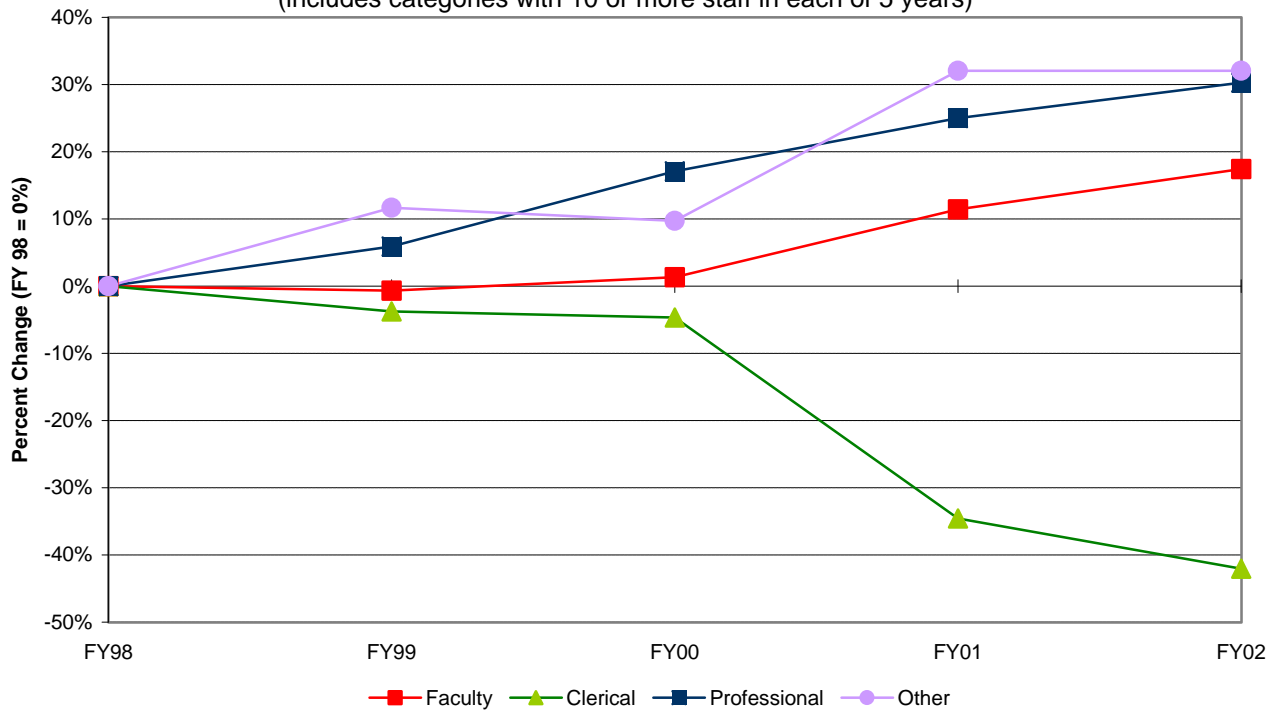
[2] The Administrative configuration changed in 1995 to include the President, Vice Presidents, Associate Vice Presidents, and Deans. May include positions on College payroll but reimbursed from non-College sources.

**STAFFING SUMMARY BY DIVISION
Fiscal Year 2002**

	FY 1998		FY 1999		FY 2000		FY 2001		FY 2002		Percent Change 98 to 02	Percent Change 01 to 02
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.		
Academic Affairs	250	47.2%	254	46.5%	268	47.7%	275	47.3%	281	47.6%	12.4%	2.2%
Student Affairs	90	17.0%	87	15.9%	100	17.8%	103	17.7%	97	16.4%	7.8%	-5.8%
Administration & Finance	146	27.5%	160	29.3%	158	28.1%	154	26.5%	162	27.5%	11.0%	5.2%
Enrollment Management	32	6.0%	31	5.7%	20	3.6%	21	3.6%	22	3.7%	-31.3%	4.8%
Institutional Advancement	7	1.3%	10	1.8%	11	2.0%	23	4.0%	22	3.7%	214.3%	-4.3%
President's Office	5	0.9%	4	0.7%	5	0.9%	5	0.9%	6	1.0%	20.0%	20.0%
Total	530		546		562		581		590		11.3%	1.5%

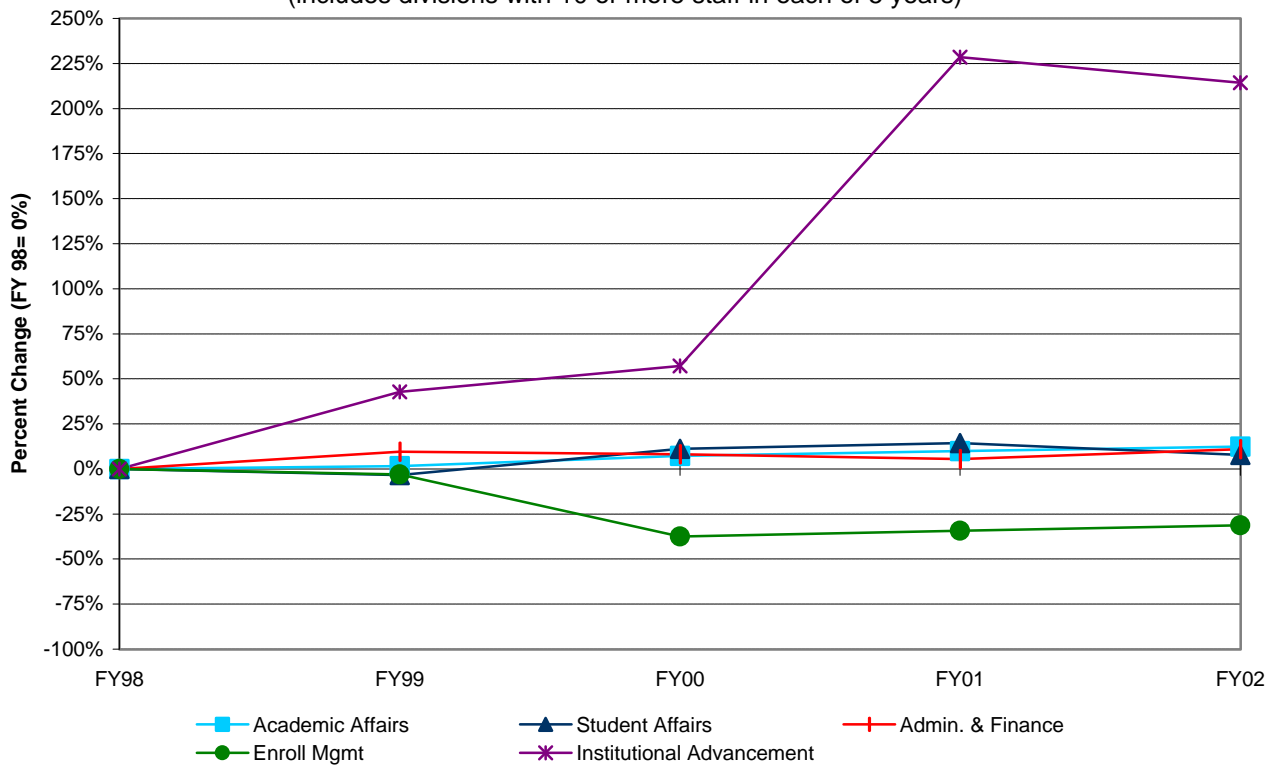
CUMULATIVE PERCENT CHANGE IN STAFFING BY JOB CATEGORY

(includes categories with 10 or more staff in each of 5 years)



CUMULATIVE PERCENT CHANGE IN STAFFING BY DIVISION

(includes divisions with 10 or more staff in each of 5 years)



**STAFFING SUMMARY BY DIVISION AND JOB CATEGORY
Fiscal Year 2002**

	Academic Affairs		Student Affairs		Admin. & Finance		Enrollment Mgmt.		Inst. Advancement		President's Office	
	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.
Faculty	175	62.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Deans of Schools	6	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Administrative	3	1.1%	3	3.1%	3	1.9%	1	4.5%	1	4.5%	2	33.3%
Professional	56	19.9%	50	51.5%	63	38.9%	14	63.6%	13	59.1%	2	33.3%
Other	17	6.0%	35	36.1%	76	46.9%	3	13.6%	5	22.7%	0	0.0%
Clerical	24	8.5%	9	9.3%	20	12.3%	4	18.2%	3	13.6%	2	33.3%
Total	281		97		162		22		22		6	

**STAFFING SUMMARY BY DIVISION AND SEX
Fiscal Year 2002**

	Academic Affairs		Student Affairs		Admin. & Finance		Enrollment Mgmt.		Inst. Advancement		President's Office	
	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.
Female	138	49.1%	49	50.5%	62	38.3%	18	81.8%	14	63.6%	5	83.3%
Male	143	50.9%	48	49.5%	100	61.7%	4	18.2%	8	36.4%	1	16.7%
Total	281		97		162		22		22		6	

**STAFFING SUMMARY BY DIVISION AND ETHNICITY
Fiscal Year 2002**

	Academic Affairs		Student Affairs		Admin. & Finance		Enrollment Mgmt.		Inst. Advancement		President's Office	
	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.
Amer. Indian/Alaskan Nat.	2	0.7%	0	0.0%	6	3.7%	0	0.0%	0	0.0%	0	0.0%
Asian/Pacific Islander	13	4.6%	4	4.1%	9	5.6%	0	0.0%	0	0.0%	0	0.0%
Black, non-Hispanic	27	9.6%	19	19.6%	29	17.9%	2	9.1%	1	4.5%	1	16.7%
Hispanic	11	3.9%	6	6.2%	11	6.8%	0	0.0%	2	9.1%	0	0.0%
White, non-Hispanic	226	80.4%	68	70.1%	107	66.0%	20	90.9%	18	81.8%	4	66.7%
Missing/Other	2	0.7%	0	0.0%	0	0.0%	0	0.0%	1	4.5%	1	16.7%
Total	281		97		162		22		22		6	

**STAFFING SUMMARY BY JOB CATEGORY AND DIVISION
Fiscal Year 2002**

	Faculty		Deans of Schools		Administrative		Professional		Other		Clerical	
	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.
Academic Affairs	175	100.0%	6	100.0%	3	23.1%	56	28.3%	17	12.5%	24	38.7%
Student Affairs	0	0.0%	0	0.0%	3	23.1%	50	25.3%	35	25.7%	9	14.5%
Administration & Finance	0	0.0%	0	0.0%	3	23.1%	63	31.8%	76	55.9%	20	32.3%
Enrollment Management	0	0.0%	0	0.0%	1	7.7%	14	7.1%	3	2.2%	4	6.5%
Institutional Advancement	0	0.0%	0	0.0%	1	7.7%	13	6.6%	5	3.7%	3	4.8%
President's Office	0	0.0%	0	0.0%	2	15.4%	2	1.0%	0	0.0%	2	3.2%
Total	175		6		13		198		136		62	

**STAFFING SUMMARY BY JOB CATEGORY AND SEX
Fiscal Year 2002**

	Faculty		Deans of Schools		Administrative		Professional		Other		Clerical	
	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.
Female	70	40.0%	1	16.7%	9	69.2%	110	55.6%	38	27.9%	58	93.5%
Male	105	60.0%	5	83.3%	4	30.8%	88	44.4%	98	72.1%	4	6.5%
Total	175		6		13		198		136		62	

**STAFFING SUMMARY BY JOB CATEGORY AND ETHNICITY
Fiscal Year 2002**

	Faculty		Deans of Schools		Administrative		Professional		Other		Clerical	
	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.	No.	Col. Pct.
Amer. Indian/Alaskan Nat.	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	4.4%	2	3.2%
Asian/Pacific Islander	7	4.0%	0	0.0%	1	7.7%	11	5.6%	7	5.1%	0	0.0%
Black, non-Hispanic	17	9.7%	0	0.0%	3	23.1%	24	12.1%	29	21.3%	6	9.7%
Hispanic	7	4.0%	0	0.0%	0	0.0%	9	4.5%	12	8.8%	2	3.2%
White, non-Hispanic	142	81.1%	6	100.0%	8	61.5%	153	77.3%	82	60.3%	52	83.9%
Missing	2	1.1%	0	0.0%	1	7.7%	1	0.5%	0	0.0%	0	0.0%
Total	175		6		13		198		136		62	

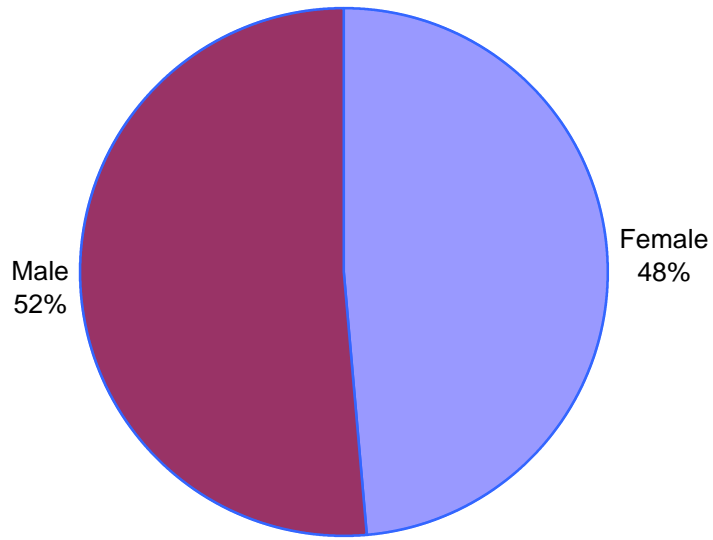
**STAFFING SUMMARY BY JOB CATEGORY, ETHNICITY, AND SEX
Fiscal Year 2002**

	Amer. Ind./Nat. Al.		Asian/Pac. Isl.		Black, non-Hisp.		Hispanic		White, non-Hisp.		Missing/Other		TOTAL
	# Female	# Male	# Female	# Male	# Female	# Male	# Female	# Male	# Female	# Male	# Female	# Male	
Faculty	0	0	1	6	5	12	5	2	58	84	1	1	175
Deans of Schools	0	0	0	0	0	0	0	0	1	5	0	0	6
Administrative	0	0	0	1	2	1	0	0	7	1	0	1	13
Professional	0	0	3	8	14	10	5	4	88	61	0	1	194
Other	5	1	3	4	7	22	2	10	21	65	0	0	140
Clerical	2	0	0	0	5	1	2	0	49	3	0	0	62
TOTAL	7	1	7	19	33	46	14	16	224	219	1	3	590

**STAFFING SUMMARY BY DIVISION, ETHNICITY, AND SEX
Fiscal Year 2002**

	Amer. Ind./Nat. Al.		Asian/Pac. Isl.		Black, non-Hisp.		Hispanic		White, non-Hisp.		Missing		TOTAL
	# Female	# Male	# Female	# Male	# Female	# Male	# Female	# Male	# Female	# Male	# Female	# Male	
Academic Affairs	2	0	6	7	9	18	7	4	113	113	1	1	281
Student Affairs	0	0	0	4	7	12	3	3	39	29	0	0	97
Admin. & Finance	5	1	1	8	14	15	3	8	39	68	0	0	162
Enrollment Mgmt.	0	0	0	0	2	0	0	0	16	4	0	0	22
Inst. Advancement	0	0	0	0	0	1	1	1	13	5	0	1	22
President's Office	0	0	0	0	1	0	0	0	4	0	0	1	6
TOTAL	7	1	7	19	33	46	14	16	224	219	1	3	590

Employees by Sex (N=590)



Employees by Ethnicity (N=590)

