

MONTANA UNIVERSITY SYSTEM DIVERSITY REPORT

SEPTEMBER 2005

Executive Summary

PURPOSE OF THE STUDY: This report is intended to provide data for the Montana Board of Regents to assess how well the campuses of the Montana University System (MUS) are responding to the Regents' mandate on minority and American Indian education as embodied in Policy 1902. The summary report provides an assessment for the MUS as a whole. Each campus has provided a report with considerably more detail and narrative regarding their diversity accomplishments. The individual campus reports are available on the Board of Regents web site at <http://mus.montana.edu/reports/diversity/index.htm>

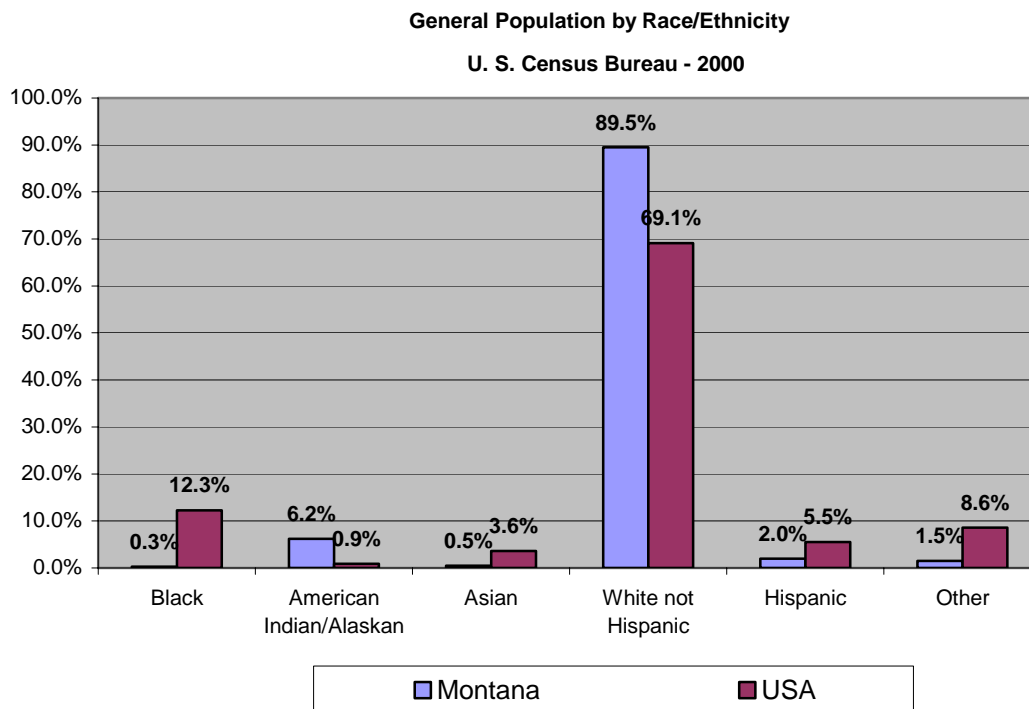
The data used in this summary report were obtained from the U.S. Department of Education Integrated Postsecondary Education Data System (IPEDS.) IPEDS is "a single, comprehensive system designed to encompass all institutions whose primary purpose is to provide postsecondary education." Each postsecondary education institution collects and submits their individual data into IPEDS.

This report provides Montana University System data pertaining to enrollment, degrees awarded, and numbers of faculty and staff—all categorized by ethnicity. It is important to note that how and if students or staff report their ethnicity is entirely at the individual's discretion. Therefore, the percentage of unknown as an ethnic category may be relatively high.

ENROLLMENT MANAGEMENT

POLICY 1902 GOAL 1: To enroll and graduate American Indians and other minorities in proportion to their representation in the state's population. In measuring the outcome of this goal it is expected that the students would originate from the State of Montana and that the proportional representation would apply both at the undergraduate and graduate levels. Further, it is expected that the minority students would have comparable levels of achievement with non-minority students.

The 2000 Census report showed the following population distribution for Montana and for the USA.



Enrollments for the Montana University System reflect the following distribution:

Year	American Indian/ Alaska Native	Other Minority	White	Non-resident alien	Unknown	Total
2000	1,151 3.3%	924 2.7%	29,660 85.1%	819 2.3%	2,304 6.6%	34,858
2001	1,315 3.7%	973 2.7%	30,171 85.0%	734 2.1%	2,297 6.5%	35,490
2002	1,312 3.6%	1,058 2.9%	31,105 85.6%	706 1.9%	2,162 5.9%	36,343
2003	1,298 3.5%	1,128 3.0%	31,648 85.0%	669 1.8%	2,470 6.6%	37,213

Clearly the MUS has not achieved the goal of participation for American Indians in the same percentage as Montana’s population. However, even Montana’s majority ethnic category does not appear to be represented in proportion to the state’s population. The category “unknown” —individuals who do not wish to report their ethnicity—skews the results.

The category “non-resident alien” is defined by IPEDS as: A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

The good news is that as an ethnic group, American Indians and other minorities have made relatively large percentage increases in representation. From 1993 to 2003 and from 2000 to 2003, the percentage increases by ethnic category are:

Years Span	American Indian	Other Minority	White	Non-resident Alien	Unknown	Total Headcount
1993-2003	33.0%	74.6%	18.6%	-30.6%	-22.5%	14.6%
2000-2003	12.8%	22.1%	6.7%	-18.3%	7.2%	6.8%

The percentages of American Indian students and other minority students have increased more than the percentage increase of headcount enrollment, and considerably more (as a percentage) than white students.

Total higher education enrollment in Montana for Fall 2003, by ethnic group, is shown in the table below:

**HEADCOUNT ENROLLMENT
MONTANA INSTITUTIONS OF HIGHER EDUCATION
FALL 2003**

Institution Name	White non-Hispanic total	Black non-Hispanic total	Hispanic total	Asian or Pacific Islander total	American Indian Alaska Native total	Race/ethnicity unknown total	Nonresident alien total	TOTAL HEADCOUNT
PUBLIC MUS 4-YEAR CAMPUSES	28,853	156	487	345	1,135	2,242	665	33,883
PUBLIC MUS 2-YEAR CAMPUSES	2,795	29	75	36	163	228	4	3,330
MONTANA UNIVERSITY SYSTEM	31,648	185	562	381	1,298	2,470	669	37,213
PERCENTAGE OF HEADCOUNT ENROLLMENT MUS	85.0%	0.5%	1.5%	1.0%	3.5%	6.6%	1.8%	100.0%
PUBLIC COMMUNITY COLLEGES	2,749	15	37	22	79	419	6	3,327
PRIVATE 4-YEAR	2,437	27	66	31	143	352	94	3,150
TRIBAL COLLEGES	586	3	18	2	2,912	29	0	3,550
PERCENTAGE OF HEADCOUNT ENROLLMENT-TRIBALS	16.5%	0.1%	0.5%	0.1%	82.0%	0.8%	0.0%	100.0%
TOTAL ALL MONTANA HIGHER EDUCATION	37,420	230	683	436	4,432	3,270	769	47,240
PERCENTAGE OF HEADCOUNT ENROLLMENT-ALL	79.2%	0.5%	1.4%	0.9%	9.4%	6.9%	1.6%	100.0%

COMPLETIONS

Associates Degrees: The combined percentage of Black, American Indian, Asian, and Hispanic that obtained associate degrees in the MUS for 2003-2004 were 7%. The number of American Indian / Alaskan Native students completing Associates Degree programs of study in the MUS reached the highest number and highest percentage (4.4%) since 1991-92, although the numbers and percentages varied widely from year to year and campus-to-campus. For example, in 2003-2004, over 7% (10 of 141) of the associate degrees awarded at MSU-Northern were to American Indians and at MSU-Billings campuses, 5.8% (10 of 171) of the associate degrees awarded were to Native American students.

Degree	Year	Non Resident Alien	Black	American Indian	Asian	Hispanic	Total Minority	White	Unknown	Total Completions
Associates	2000-2001	3	1	29	6	10	46	744	36	829.00
		0.4%	0.1%	3.5%	0.7%	1.2%	5.5%	89.7%	4.3%	
	2001-2002	2	2	23	6	13	44	766	57	869.00
		0.2%	0.2%	2.6%	0.7%	1.5%	5.1%	88.1%	6.6%	
	2002-2003	4	3	30	7	15	55	854	39	952.00
		0.4%	0.3%	3.2%	0.7%	1.6%	5.8%	89.7%	4.1%	
	2003-2004	3	2	43	9	15	69	845	58	975.00
		0.3%	0.2%	4.4%	0.9%	1.5%	7.1%	86.7%	5.9%	

Bachelors Degrees: Both the percentage and the total number of bachelors degrees awarded to American Indian students in 2003-2004 declined from the previous year. Individual campuses showed much better results—MSU-Billings awarded 7.35% (38 degrees) and MSU-Northern 9.7% (22 degrees.) Those two campuses account for 47% of the bachelors degrees awarded to Native American students in 2003-2004.

Degree	Year	Non Resident Alien	Black	American Indian	Asian	Hispanic	Total Minority	White	Unknown	Total Completions
Bachelors	2000-2001	113	12	112	45	44	213	3874	249	4,449.00
		2.5%	0.3%	2.5%	1.0%	1.0%	4.8%	87.1%	5.6%	
	2001-2002	111	16	124	31	53	224	4069	267	4,671.00
		2.4%	0.3%	2.7%	0.7%	1.1%	4.8%	87.1%	5.7%	
	2002-2003	103	18	139	38	47	242	4041	255	4,641.00
		2.2%	0.4%	3.0%	0.8%	1.0%	5.2%	87.1%	5.5%	
	2003-2004	99	15	127	48	47	237	4190	246	4,772.00
		2.1%	0.3%	2.7%	1.0%	1.0%	5.0%	87.8%	5.2%	

Masters/Doctorates/First Professional Degrees: Masters degrees, in particular, that were awarded to American Indian students and other minority students have increased significantly in the MUS.

Degree	Year	Non Resident Alien	Black	American Indian	Asian	Hispanic	Total Minority	White	Unknown	Total Completions
Masters/Doctorates / 1st Professional	2000-2001	59	0	26	3	3	32	644	97	832.00
		7.1%	0.0%	3.1%	0.4%	0.4%	3.8%	77.4%	11.7%	
	2001-2002	55	1	14	2	2	19	631	92	797.00
		6.9%	0.1%	1.8%	0.3%	0.3%	2.4%	79.2%	11.5%	
	2002-2003	54	2	19	8	8	37	632	124	847.00
		6.4%	0.2%	2.2%	0.9%	0.9%	4.4%	74.6%	14.6%	
	2003-2004	52	2	23	7	5	37	718	100	907.00
		5.7%	0.2%	2.5%	0.8%	0.6%	4.1%	79.2%	11.0%	

FINANCIAL AID

An important component of access to higher education for minorities is cost. A major vehicle for financial aid for American Indian students is the Montana University System’s Indian Fee Waiver. The Montana Board of Regents, in Policy 940.13, provides two major categories of fee waivers—mandatory and discretionary. Mandatory waivers are waivers named in 20-25-421, MCA that states, “The regents may prescribe tuition rates, matriculation charges, and incidental fees for students in institutions under their jurisdiction.” Discretionary waivers are categories determined by the Regents or by the institutions, such as faculty/staff waivers. Regents Policy 940.13 (and 20-25-421 MCA) sets the requirements for the Indian Student Fee Waiver:

Indian Student Fee Waiver. Registration and incidental fees shall be waived for any person of one-fourth (1/4) Indian blood or more. Such person must have been a bona fide resident of the State of Montana for at least one year prior to enrollment in the Montana University System and must demonstrate financial need. Each campus shall make rules governing the selection of these Indian students.

Fee Waivers: The following table shows both the full time equivalent (FTE) number of tuition waivers and the total dollar value of the waivers that were awarded to American Indian students in the Montana University System. The campuses of the MUS continue to provide over half of their mandatory waivers to American Indian students. In fact, some of the campuses are providing significantly more than 50% of their mandatory waivers in Indian Fee Waiver. For FY04 MSU-Billings provided 66%, MSU-Northern 90%, UM-Missoula 58%, and UM-Western 76% of their mandatory waivers.

Fiscal year	Data	Indian Fee Waivers	All Mandatory Fee Waivers	% Indian Waivers of All Mandatory Waivers
2000-2001	FTE Waivers	636.48	1217.8	49.2%
	Dollar Amount	1,415,523	2,551,311	48.5%
2001-2002	FTE Waivers	759.70	1202.1	50.6%
	Dollar Amount	1,905,630	2,608,068	50.1%
2002-2003	FTE Waivers	713.30	1196.3	53.2%
	Dollar Amount	2,081,746	2,703,601	52.4%
2003-2004	FTE Waivers	710.70	1311.4	57.9%
	Dollar Amount	2,161,420	3,282,827	58.0%

Net Cost of Attendance: For the July Board of Regents planning retreat, the campuses presented net cost of attendance data for the AY05 year for Montana resident undergraduate students. The cost of attendance includes an average cost, by category, for mandatory tuition and fees, housing dining, books, and miscellaneous expenses. The net cost of attendance is the cost of attendance less fee waivers, third party aid, institutional scholarships, and grant aid. Since the majority of Montana’s students attend the Bozeman and Missoula campuses, the data for those two institutions is presented below.

The University of Montana - Missoula

	Net Cost of Attendance - Resident Undergraduates (AY05)					
	Native					All Other
	<u>No Waiver</u>	<u>Americans</u>	<u>Veterans</u>	<u>Athletes</u>	<u>HS Honors</u>	<u>Waivers</u>
Headcount	3,344	181	5	82	83	170
Average Cost of Attendance	\$14,094	\$14,094	\$14,094	\$14,094	\$14,094	\$14,094
Less:						
Mandatory Fee Waivers	0	(3,379)	(2,913)	0	(3,257)	(1,698)
Discretionary Fee Waivers	0	0	0	(2,986)	0	(3,023)
Third Party Aid	(2,344)	(3,403)	(1,616)	(620)	(1,779)	(1,084)
Institutional Scholarships	(1,494)	(1,794)	0	(4,119)	(2,252)	(3,786)
Grant Aid	(2,977)	(3,571)	(3,567)	(2,283)	(3,005)	(2,517)
Net Cost of Attendance	\$7,279	\$1,947	\$5,998	\$4,085	\$3,801	\$1,987

Montana State University - Bozeman

	Net Cost of Attendance - Resident Undergraduates (AY05)					
	Native					All Other
	<u>No Waiver</u>	<u>Americans</u>	<u>Veterans</u>	<u>Athletes</u>	<u>HS Honors</u>	<u>Waivers</u>
Headcount	3,221	79	11	98	125	315
Average Cost of Attendance	\$13,490	\$13,490	\$13,490	\$13,490	\$13,490	\$13,490
Less:						
Mandatory Fee Waivers	0	-3,416	-3,038	0	-3,669	-1,768
Discretionary Fee Waivers	0	0	0	-3,336	0	-1,752
Third Party Aid	-1,245	-2,292	-1,630	-1,024	-2,132	-1,827
Institutional Scholarships	-861	-1,407	0	-4,019	-1,133	-2,176
Grant Aid	-1,939	-3,752	-3,736	-2,242	-2,216	-2,227
Net Cost of Attendance	\$9,445	\$2,623	\$5,086	\$2,870	\$4,339	\$3,740

Native American students *who qualify* for the waiver receive a substantial benefit. On average, those students also qualify for other forms of gift aid to supplement the waiver. Based on the headcount number of 1,298 in Fall 2003, and the calculated full-time equivalent fee waiver of 710.7 (which is based on full time students, not headcount) an estimated percentage of American Indian students who receive waivers are 55%.

POLICY 1902 GOAL 2: To increase the employment of American Indians and other underrepresented minorities in administrative, faculty and staff positions to achieve representation equal to that of the relevant labor force.

Faculty: IPEDS only requires that data be submitted for faculty and staff numbers every other year. Data is presented for faculty by category of tenured, tenure track, and adjunct.

Five of the American Indian tenured faculty in 2003 are at MSU-Bozeman, four at UM-Missoula, and one at UM-Western. That represents an increase of one faculty at Bozeman and two at Missoula.

MUS ALL FACULTY CATEGORIES						
	American Indian/ Alaska Native	Other Minority	White	Non-resident	Unknown	Total
2001	13	33	1602	18	11	1677
	0.8%	2.0%	95.5%	1.1%	0.7%	
2003	17	36	1534	21	23	1631
	1.0%	2.2%	94.1%	1.3%	1.4%	

While there was a net increase of one tenure-track faculty for the MUS, Bozeman and Missoula each reported two additional other minority tenure-track faculty. Please note that the number of “unknown” increased by 12.

Staff:

Year	Staff											
	Full Time						Part Time					
	American Indian/ Alaska Native	Other Minority	White	Non-resident	Unknown	Total	American Indian/ Alaska Native	Other Minority	White	Non-resident	Unknown	Total
2001	67	94	4679	57	34	4931	41	52	2093	142	18	2346
	1.4%	1.9%	94.9%	1.2%	0.7%		1.7%	2.2%	89.2%	6.1%	0.8%	
2002	73	113	4628	66	91	4971	40	44	2166	166	189	2605
	1.5%	2.3%	93.1%	1.3%	1.8%		1.5%	1.7%	83.1%	6.4%	7.3%	

MSU-Billings reported an increase of five full-time American Indian staff. Again, the percentage increase in the category “unknown” is much larger than any other reported category.

POLICY 1902 GOAL 3: To enhance the overall curriculum by infusion of content which enhances multicultural awareness and understanding.

Each of the Montana University System campuses completed Diversity Reports that detail the curriculum and training that addresses this goal. Please see the following sections in each campus's report:

- K. **Diversity and Other Intercultural Training**
Includes training to faculty, staff, and students on cultural diversity/sensitivity.

- L. **Courses Promoting Diversity**
List of courses that focused on cultural diversity, including enrollments.

- M. **List of Agreements with Tribes or Tribal Colleges.**
Includes Articulation agreements, contracts, courses and cooperative training, and grants and contracts.

- N. **American Indian Languages Taught.**
Includes lists of languages taught, credit offered for language proficiency, and credit by exam for Native Languages.

- O. **Recruiting Indian Students into teacher prep programs.**
Includes how American Indian students are recruited into teacher prep programs and teaching Degrees awarded to American Indian students.

- P. **Campus Diversity Action Plans.**