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Office of Institutional Research

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2005 University Profile

Listed below are contents of the 2005 University of Oregon Profile. Use links to open each section as a separate document.

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Welcome to the Office of Institutional Research



The Office of Institutional Research is located in Johnson Hall, on the University of Oregon campus at 1098 East 13th Avenue, Eugene.

The Office of Institutional Research provides management information and analytical support to the University's decision makers, enhancing strategic planning and policy-making processes. We serve as the chief information clearinghouse for the University and conduct research on student, faculty, and staff to promote on-going institutional self-assessment. Institutional Research also fulfills the University's compliance reporting requirements at both the federal and state levels.

Our Goals

- Provide the highest quality data, information, and analytical services.

- Anticipate our customers' needs and exceed their expectations.
- Provide institutional research and assessment data and data analysis to departments and units throughout the University community.
- Organize and conduct other institutional assessment programs, including assessment of student learning and student activities, both independently and in collaboration with other departments.
- Provide institutional assessment results and analysis to administrative units, academic departments, and offices providing student support services.
- Serve as consultants to other University offices, departments, and individuals on institutional data collection and analysis matters.

Core Responsibilities

- **Planning and Analysis.** Provide conceptual and analytical support for university-wide planning activities.
- **Faculty and Staff Studies.** Provide a variety of studies about faculty issues including teaching loads, course enrollments, and equity salary studies.
- **Student Studies.** Provide analytical support for enrollment management including enrollment patterns and trends, enrollment projections, and retention and graduation analyses.

Last Updated: May 7th, 2008



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User account

Username: *

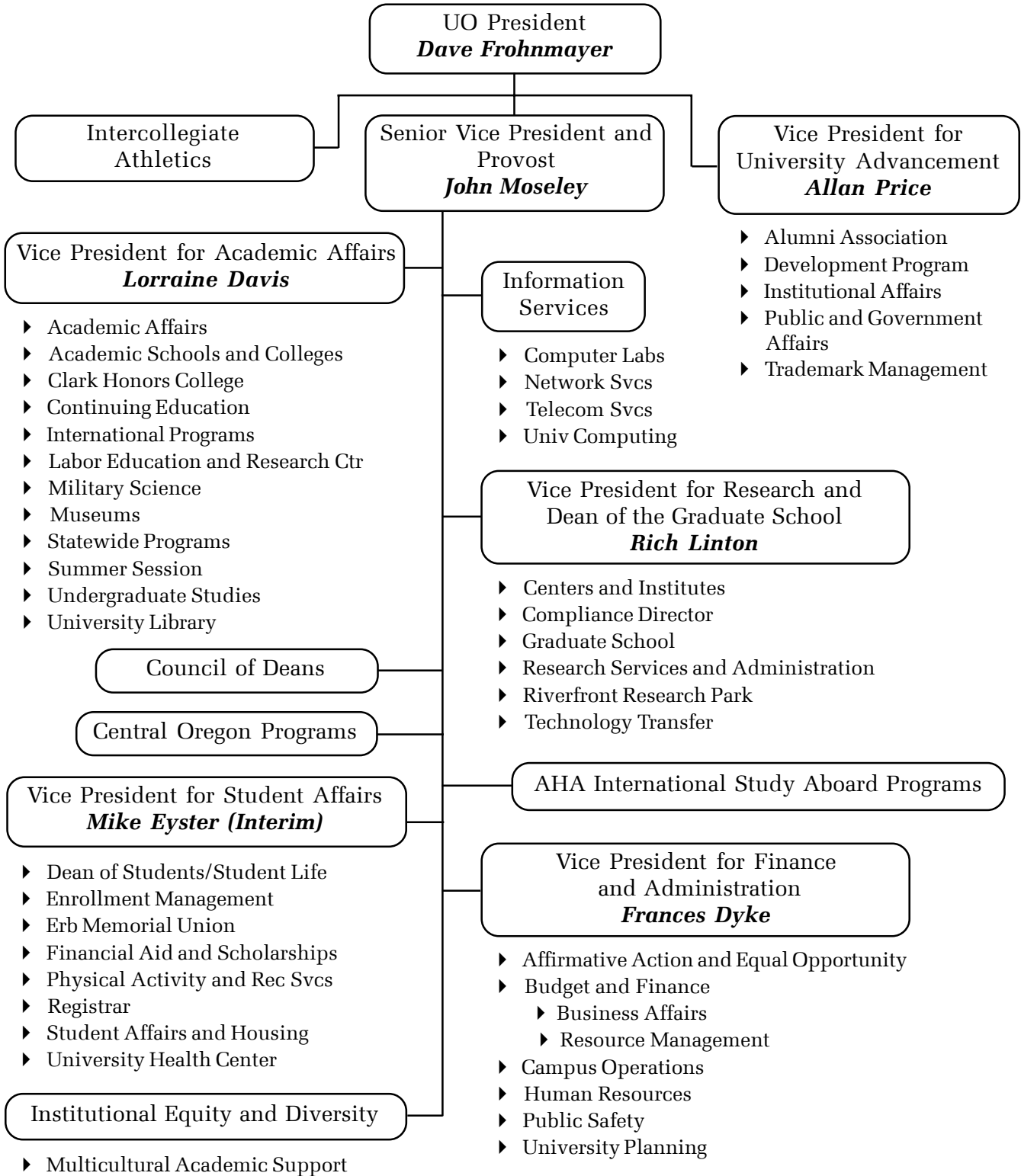
Enter your Office of Institutional Research username.

Password: *

Enter the password that accompanies your username.



Administration





UNIVERSITY
OF OREGON

Oregon State Board of Higher Education UO Foundation Board

The Oregon State Board of Higher Education, the statutory governing board of the seven-campus Oregon State System of Higher Education, is composed of 11 members appointed by the Governor and confirmed by the Oregon State Senate.

President, Henry Lorenzen

(August 2003 - June 2007 | Attorney and Partner, Corey, Byler, Rew, Lorenzen & Hojem, LLP)

Vice President, Kirby Dyess

(January 2004 - June 2008 | Private investor; former Vice President and Director of Operations, Intel Capital)

Donald Blair (January 2004 - June 2008 | Vice President and Chief Financial Officer, Nike, Inc.)

Bridget Burns (July 2003 - June 2007 | Student, Oregon State University; non-voting position)

Gerry Blakney (January 2006 - June 2007 | Student, Western Oregon University)

Adriana Mendoza (August 2004 - June 2007 | Student, Eastern Oregon University)

Tim Nesbitt (January 2004 - June 2008 | Chief Executive Officer, Oregon AFL-CIO)

Dr. Geri Richmond ¹ (June 1999 - June 2004 | Faculty member, University of Oregon)

Dr. Gretchen Schuette (January 2004 - June 2008 | President, Chemeketa Community College)

Howard Sohn (January 2004 - June 2009 | Chairman of the Board, Lone Rock Timber Company)

Tony Van Vliet (August 2004 - June 2009 | Chairman of the Board, Oregon Public Broadcasting)

John von Schlegell (January 2004 - June 2009 | Managing Principal and Co-Founder, Endeavour Capital)

¹ Dr. Richmond will continue to serve on the board until the Governor appoints and the Legislature approves her faculty replacement.

The University of Oregon Foundation Board, selected for their professional expertise and support of the university - most of them UO alumni - are private citizens who donate their time to help the Foundation and the University. The trustees serve five-year terms and meet three times a year. The board hires the Foundation's executive director, sets policy, and oversees operations. Board members also serve as advocates for the university's interests.

Officers

Thomas Costabile,
Board Chair

Gerry B. Cameron,
Immediate Past Board Chair

Robert D. Kraus,
Board Chair Elect

Keith L. Thomson,
Second Board Chair Elect

Dan W. Hollingshead,
Treasurer

Joseph H. Gonyea II,
Secretary

Trustees at Large

Marcia L. Aaron

Jon P. Anderson

James W. Bernard

Ruby L. Brockett

Norman H. Brown, Jr.

Warren Brown

Larry S. Bruton

Gaylord E. Davis

Frank Elsener

Robert C. Fulton

George E. Glass

Allen L. Gummer

Ray B. Haroldson

H. Lawrence Hull, Jr.

Sue Thorson Keene

Gwendolyn H. Lillis

Lorry I. Lokey

Sammie McCormack

Janice M. Monti

Cheryl D. Perrin

Oladapo A. Popoola

Peter W. Powell

Douglas M. Ragen

James Sandstrom

Jordan D. Schnitzer

William G. Seal

Marty W. Smith

Richard D. Stokes, Jr.

William R. Swindells

Ann D. Thompson

Bonnie Towne

Robert F. Turner

Donald E. Tykeson

Richard B. Ward

James H. Warsaw

Carol B. Williams

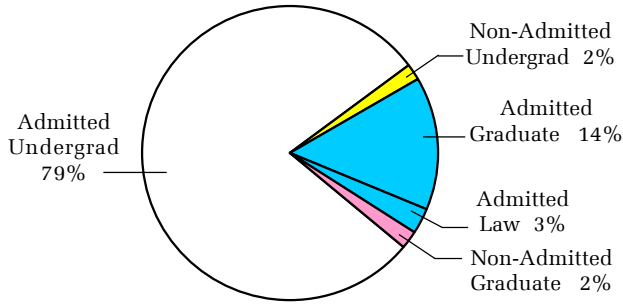
Richard C. Williams

Robert F. Wulf



Student Enrollment

Enrollment by Student Level Fall 2005



Male: 47%
Female: 53%



Fall 2005 Headcount - 20,394

Enrollment by Ethnicity Fall 2005

Asian or Pacific Islander	6%
African American	2%
Hispanic	3%
Native American	1%
Multi-Ethnic	2%
White (Non-Hispanic)	74%
International Students ¹	5%
Declined to Respond	7%

¹ Non-U.S. citizens and non-immigrant students with F1/J1 visa types only.

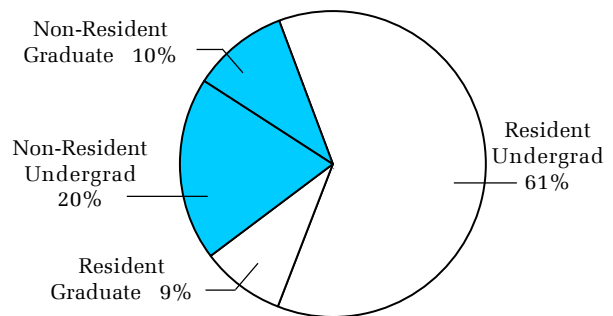
Enrollment by School/College by First Academic Major (Fall Term)

School/College	2005	2004	2003
Architecture and Allied Arts	1,612	1,628	1,568
Arts and Sciences	11,297	11,273	11,082
Business Admin	2,669	2,631	2,430
Education	1,456	1,495	1,482
Journalism	1,491	1,485	1,464
Law	551	531	514
Music	486	467	484
Interdisciplinary Studies	76	72	78
Unclassified	24	15	20
Nonmatriculated	732	742	911
Total	20,394	20,339	20,033

Full-Time: 84%
Part-Time: 16%

New/Newly Admitted: 29%
Continuing or Returning: 71%

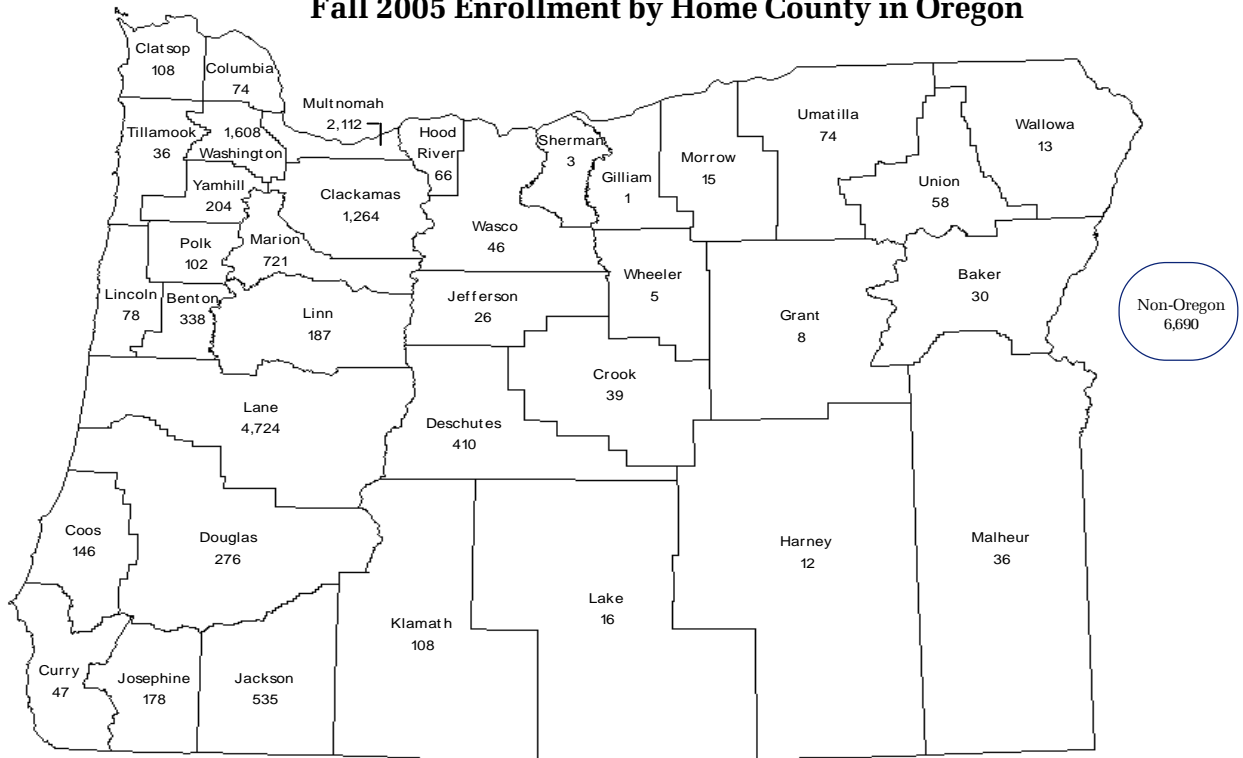
Enrollment by Residency Type Fall 2005



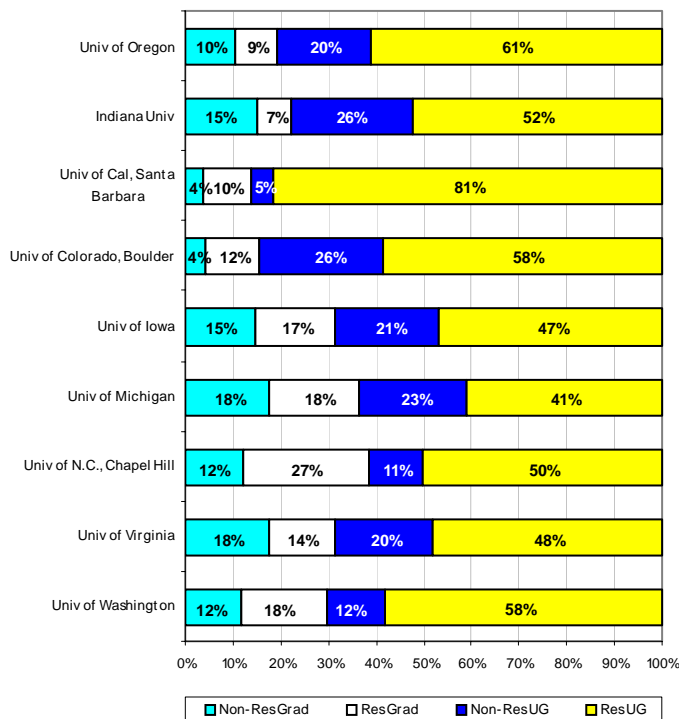


Residency | Degrees

Fall 2005 Enrollment by Home County in Oregon



UO Residency to OUS Defined Peers (Fall 2005)



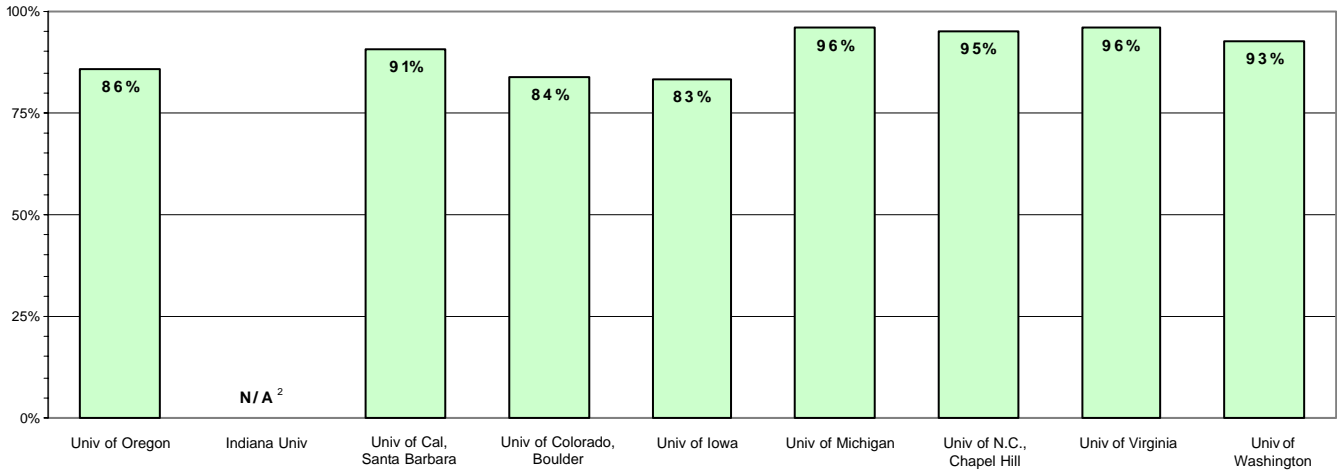
Degrees Awarded by School/College Bachelor's, Master's, JD, and Doctoral (Academic Year)

School/College	2005	2004	2003
Architecture and Allied Arts	545	501	487
Arts and Sciences	2,819	2,434	2,399
Business Admin	607	552	462
Education	636	594	569
Interdisciplinary Studies	21	28	18
Journalism	402	371	346
Law	170	161	170
Music	89	99	99
Total Degrees	5,289	4,740	4,550
<i>Certificates</i>	<i>334</i>	<i>264</i>	<i>290</i>

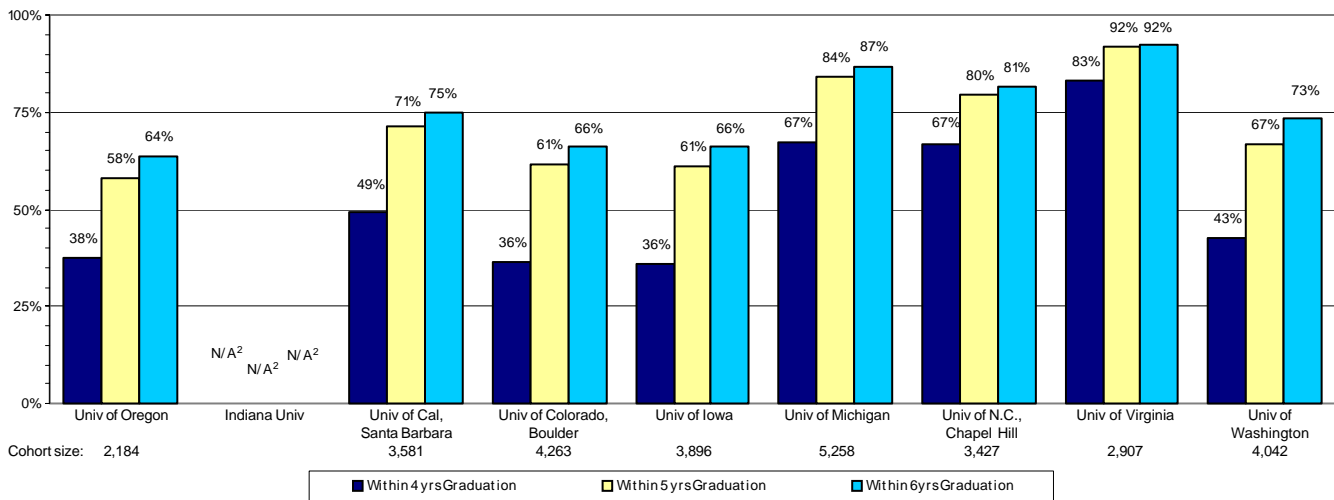


Student Retention and Graduation

One Year Retention Rates of UO to OUS Defined Peers First-time Freshmen¹, Cohort Year 2003



Graduation Rates of UO to OUS Defined Peers First-time Freshmen¹, Cohort Year 1998



¹ First-time freshmen are defined as a GED or High School transfer taking 12 credit hours or more for a current admission term. Cohort groups are based on fall term enrollment only. The retention rate is the percentage of the cohort group that enrolled at the beginning of the second year of study. Graduation rate is the percentage of the cohort group that graduated, with the graduation rate being an accumulative percentage.

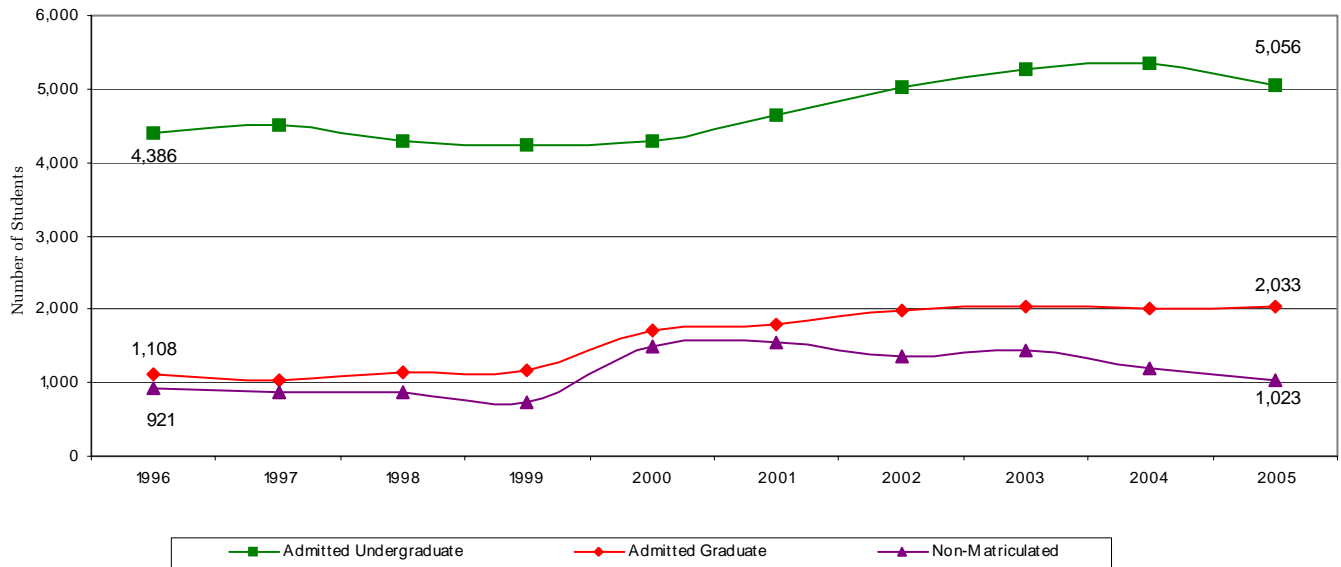
² Data for Indiana University was not available for the 2004 submission, creating blanks for the one year retention rate and the graduation rates.



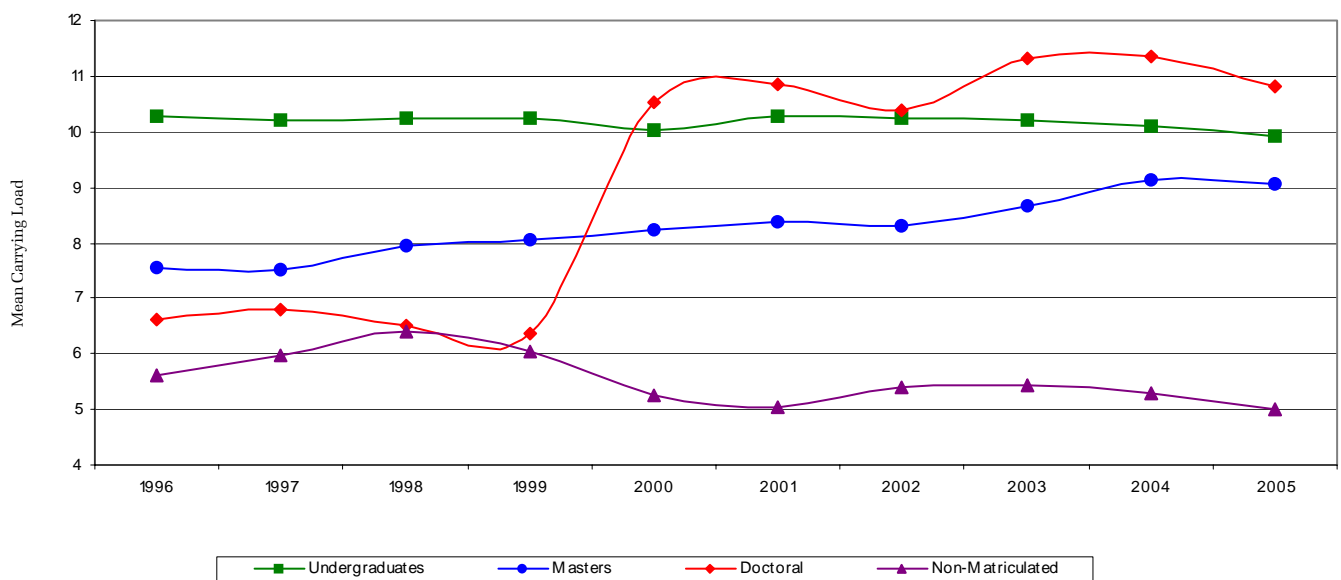
Summer Session

University of Oregon Summer Session offers a carefully designed curriculum with many opportunities for personal enrichment and career development.

Summer Session Enrollment by Student Level



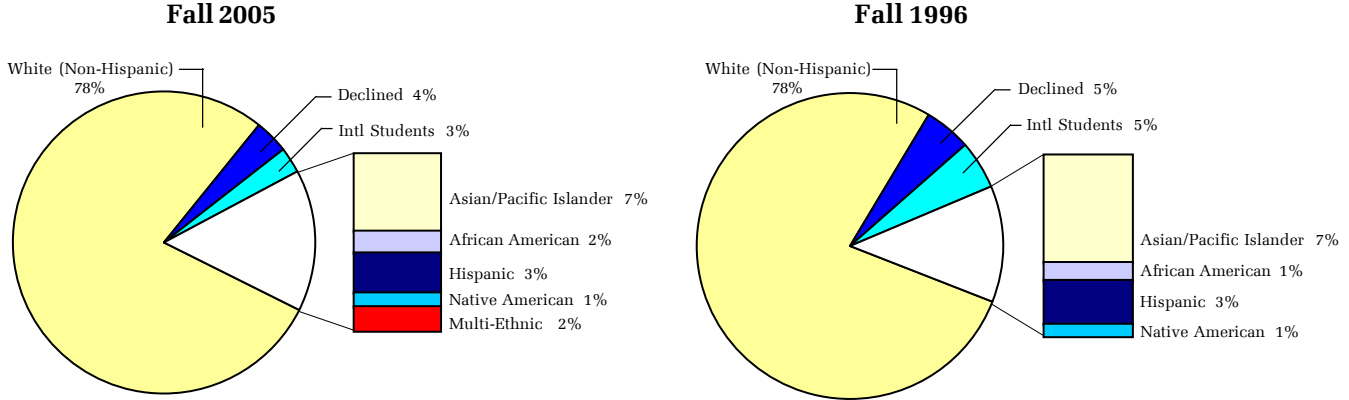
Summer Session Carrying Load by Student Type





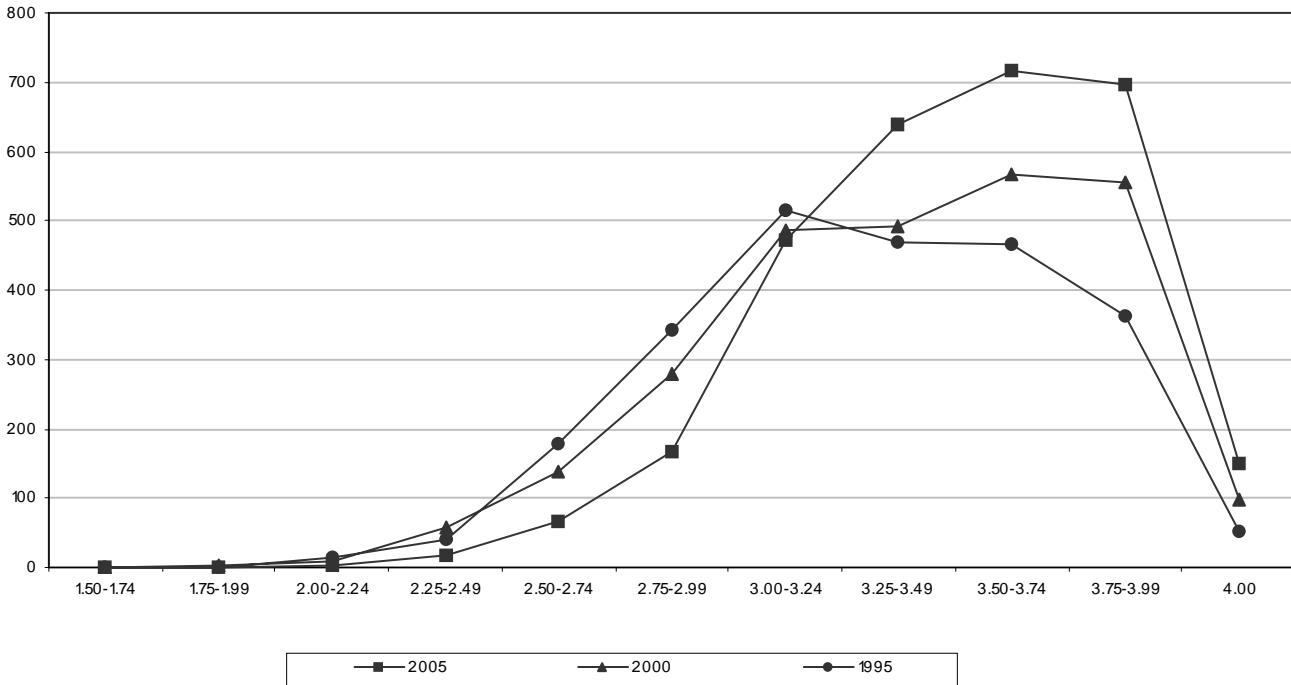
Entering Freshman Class

Ethnic Background



Ethnic background is self-reported. International students are non-U.S. citizens and non-immigrants.

Distribution of High School Grade Point Average



Mean: 2005 = 3.51; 2000 = 3.40; 1995 = 3.31

Standard Deviation: 2005 = .37; 2000 = .43; 1995 = .41

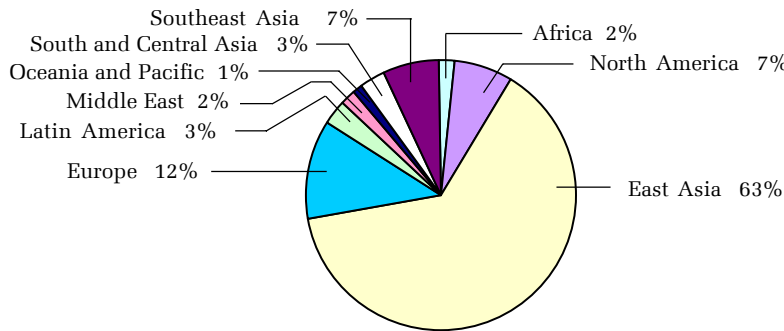


International Programs

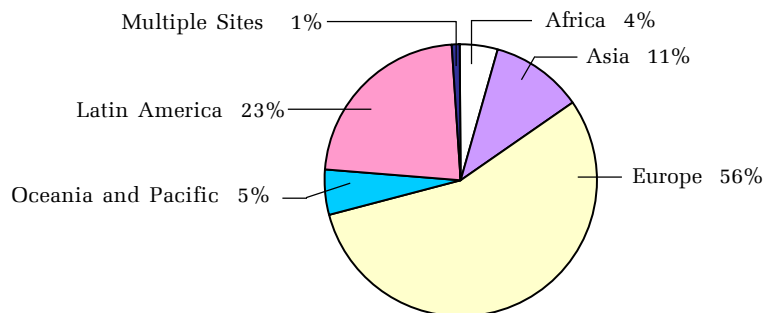
Through the Office of International Programs, the university assists students who want to study abroad and international students and faculty members who are teaching and studying at the university.

During Fall 2005, **1,120 international students from 80 countries** registered at the UO. During the 2004-5 academic year, **932 UO students studied abroad in over 110 overseas study programs** in the Americas, Africa, Asia, Europe, and Oceania.

International Students by Geographic Region
Fall 2005



UO Students Abroad by Geographic Region
2004-5



The unexpected rewards of studying abroad

AHA International, the Portland-based non-profit that has delivered study-abroad programs to college students around the United States since 1957, officially joined the University of Oregon in June 2003.

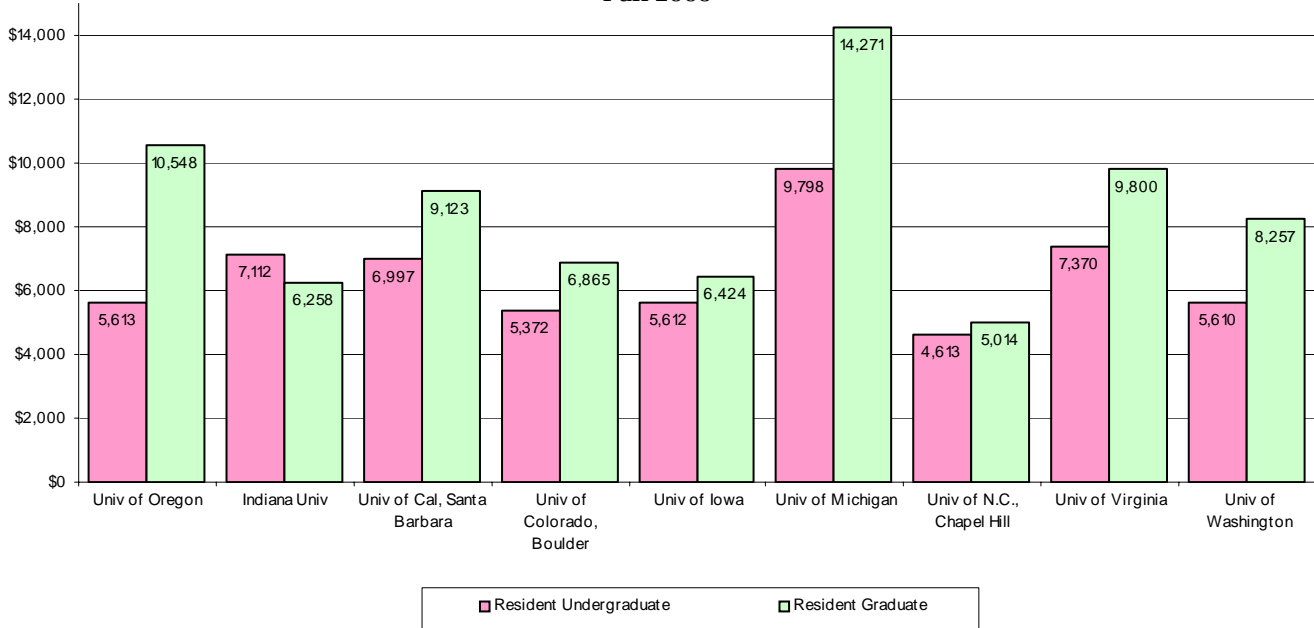
The agreement will allow the UO - AHA's largest single institutional partner - to enhance its capacity to deliver high-quality international experiences for its own students as well as those in the four consortia representing 31 colleges and universities currently served by AHA.

AHA now exists as an academic program of UO. It will provide a wide range of academic opportunities in 15 countries - including Australia, France, Germany, Italy, Mexico, and Spain - and maintain partnerships with a long and prestigious list of overseas universities.



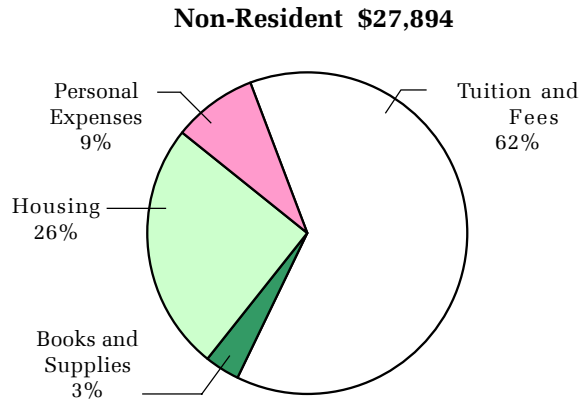
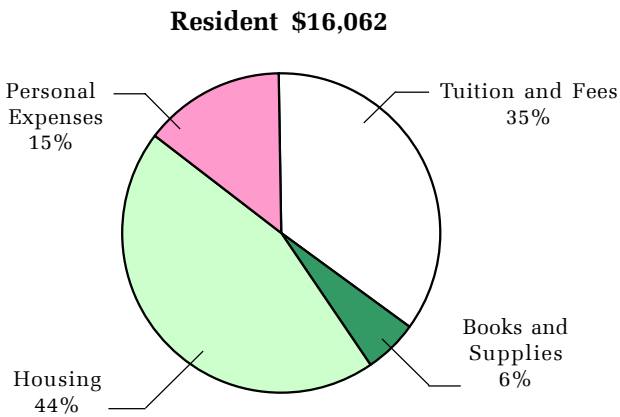
Tuition and Fees | Student Budget

UO Full-Time Tuition and Fees compared to OUS Defined Peers Fall 2005



Note: Tuition and mandatory fee amounts reported are for new freshmen undergraduates and first year doctoral students in an Arts and Sciences program, as defined by each institution. No discounts are applied.

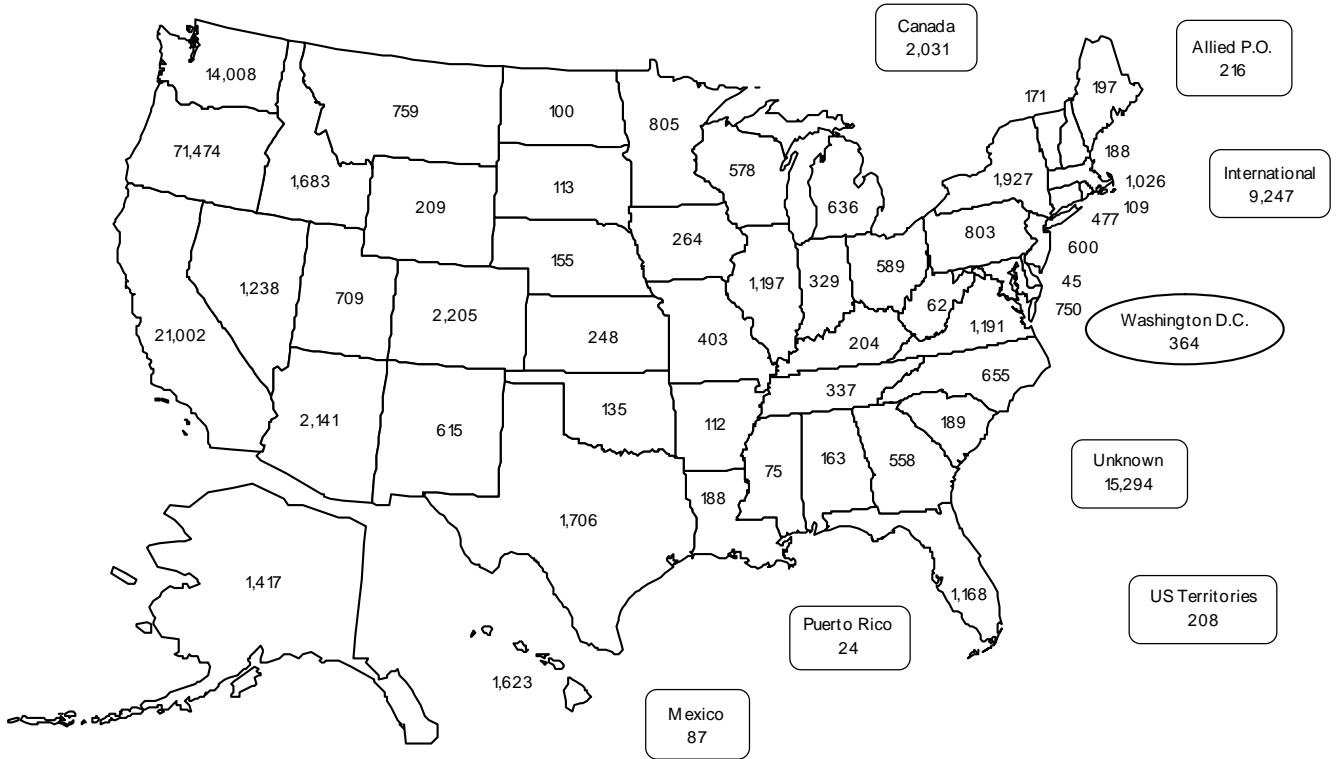
2005-6 Academic Year Student Budget For Undergraduate Students Living in Residence Halls (The figures provided are estimates and are for planning purposes only)





Alumni

Where UO Alumni Live Today



Top Ten International Spots Alumni Call Home:

- Canada
- Japan
- Sinapore
- Taiwan R.O.C.
- Indonesia
- Hong Kong
- South Korea
- Germany
- Australia
- Thailand

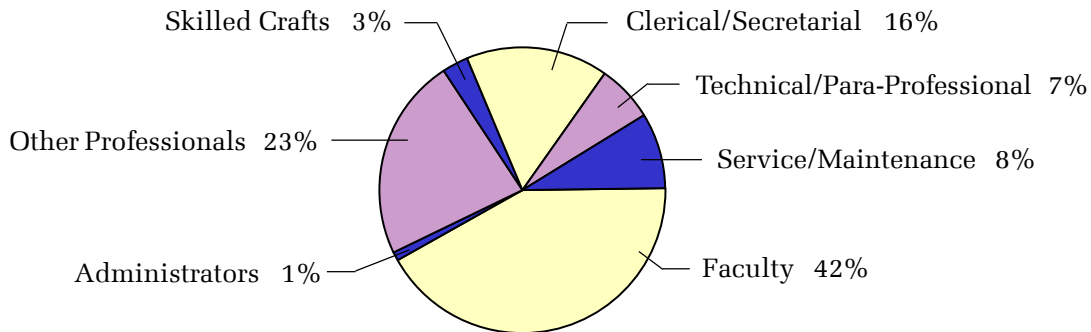
Total Number of Alumni: 206,648

Total Number of Living Alumni: 165,009

University Employees

Total Employees¹ by Type

Fall 2005 Headcount: 4,000



UO Endowed Chairs and Professorships

Endowed faculty positions make a tremendous difference in the university's ability to retain top faculty members and to recruit new professors who bring fresh perspectives to campus. When a donor establishes an endowed chair or professorship, the endowment is invested, with only a portion of the investment earnings spent for the position. The annual allocation can be used to supplement a professor's salary and provide funds for such purposes as hiring graduate assistants or interns, or for travel, research, or supplies.

Arts and Sciences - 37
Business Admin - 26
Law - 12
Journalism - 7

Architecture and Allied Arts - 6
Education - 6
Music - 5
Intercollegiate Athletics - 3

Library System - 3
Other - 3
TOTAL - 108

Employees¹ by Ethnicity

Fall 2005

	2005	2000	1995
Asian or Pacific Islander	5%	4%	4%
African American	1%	2%	1%
Hispanic	3%	3%	3%
Native American	1%	1%	1%
White (Non-Hispanic)	86%	88%	91%
Declined to Respond	4%	2%	0%



More than 180 UO faculty members have been named Fulbright Scholars, 54 have been named Guggenheim Fellows, 8 are members of the American Academy of Arts and Sciences, and 5 are members of the National Academy of Sciences.

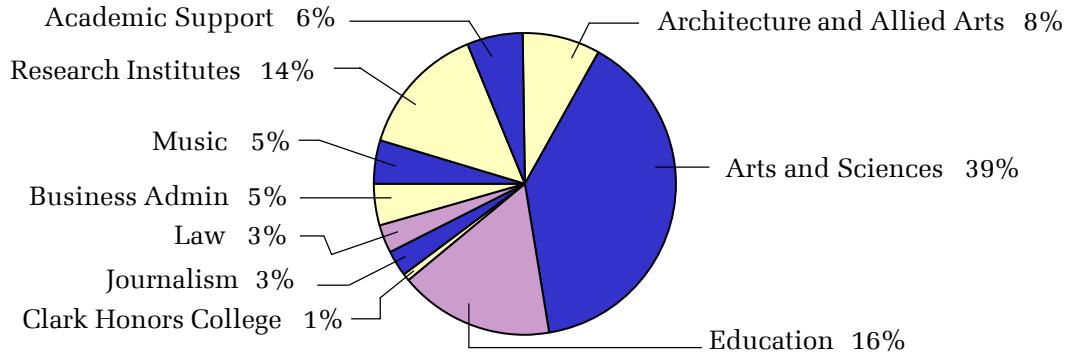
¹ Includes all Faculty, Officers of Administration, and Classified employee positions (including post-retirement appointments) receiving pay as of October 31, 2005. Post-retirement appointments total 110 Faculty, 27 Officers of Administration, and 11 Classified. Does not include 1,338 Graduate Assistants, 2,693 student employees, or 278 temporary employees. (Temporary appointments are support staff typically working less than 6 months.) Does not include courtesy appointments.



Employees by Category and Area

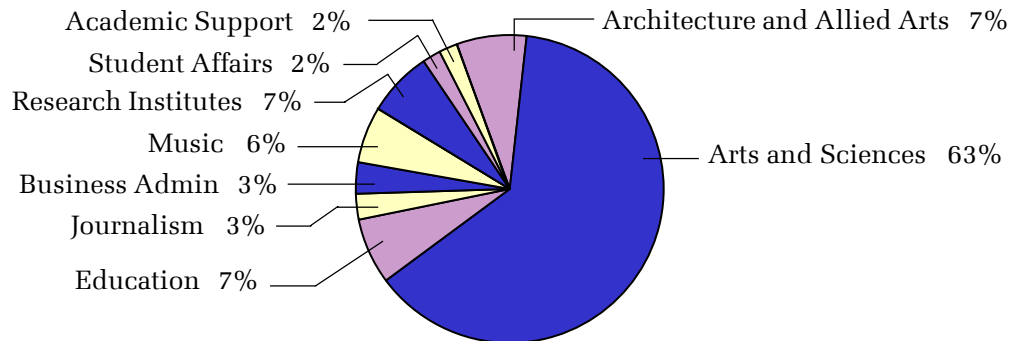
Faculty

Fall 2005 Headcount: 1,666



Graduate Assistants

Fall 2005 Headcount: 1,338



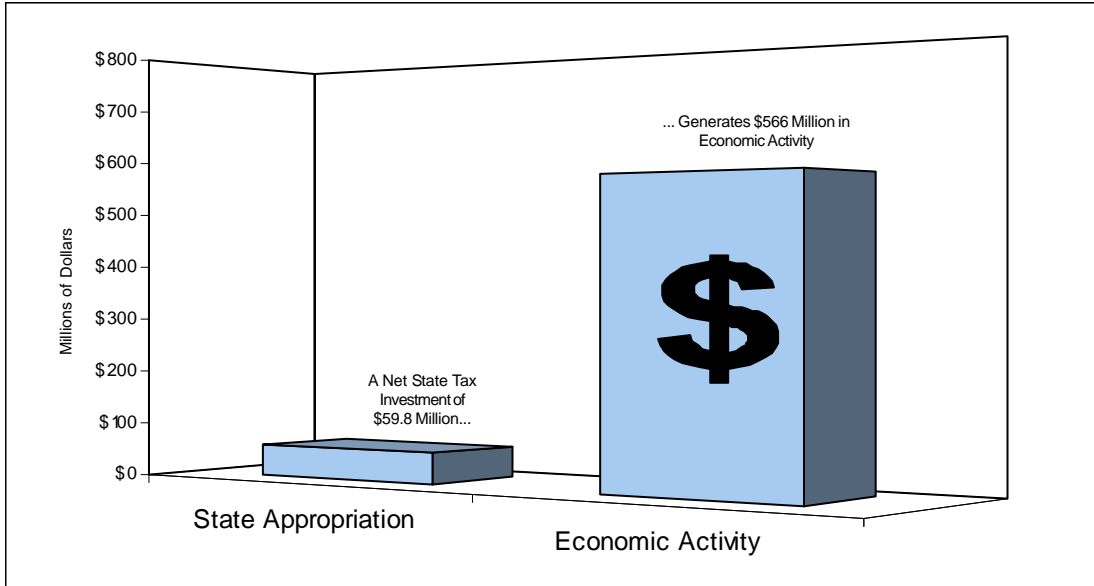
Area	Officers of Admin	Classified	Students	Temporaries
Architecture and Allied Arts	12	25	77	3
Arts and Sciences	61	94	248	17
Education	46	113	64	38
Clark Honors College	3	4	20	0
Journalism	9	10	18	1
Law	16	24	66	1
Business Admin	21	21	62	1
Music	10	11	26	9
Research Institutes	39	81	146	17
Student Affairs	112	85	138	5
Academic Support	185	152	507	27
Operating Support	244	383	330	33
Auxiliaries	211	362	901	126
Off Campus	0	0	90	0
Total Headcount	969	1,365	2,693	278

UO Impact On The Economy

The University of Oregon fuels the economic growth of Oregon

with research grants and contracts, federal financial aid, out-of-state student spending, private gifts, construction contracts, intercollegiate and national athletic events, and cultural events.

It is also the **2nd largest employer in Lane County.**



Adding Up The Contributions Statewide:

(For Fiscal Year 2004-5)

Employee Payroll	\$260 million
Materials and Supplies	122 million
Construction Contracts	13 million
Student Spending ¹	<u>171 million</u>
Total	\$566 million

UO employees generated \$12.0 million in state income taxes in 2004-5

A Good Customer

In 2004-5, the university conducted business with nearly **7,664 vendors** spending **over \$127 million dollars.**
(*\$67.6 million with Oregon vendors.*)

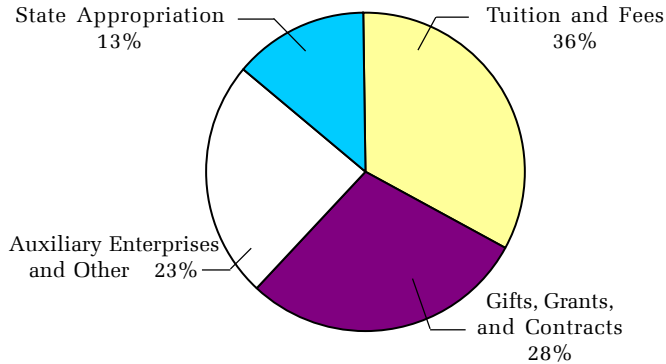
89% of those vendors were small businesses.

¹ Student spending does not include tuition and fees.

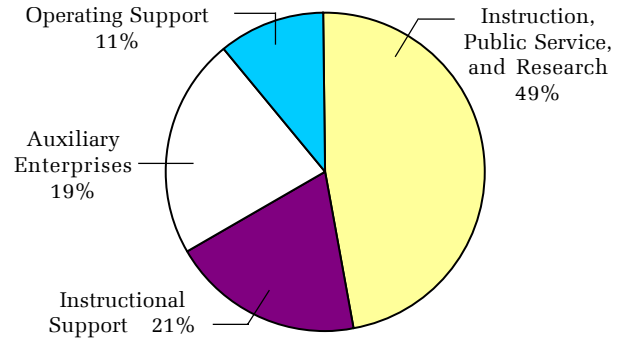


Revenues and Expenditures

2004-5 Total Current Fund Revenues
\$454.2 Million



2004-5 Total Current Fund Expenditures
\$433.7 Million



REVENUES

	2003-4	2004-5
Tuition and Fees	\$142.7	\$162.9
State Appropriations	60.3	59.8
Gifts, Grants, and Contracts	124.0	125.6
Sales and Other	9.4	11.4
Auxiliary Enterprises	<u>95.6</u>	<u>94.5</u>
TOTAL	\$432.0	\$454.2

EXPENDITURES

	2003-4	2004-5
Instruction	\$125.2	\$129.1
Research	54.7	56.4
Public Service	23.3	26.0
Instructional Support	53.4	57.4
Student Aid	31.5	34.7
Operating Support	46.3	48.5
Auxiliary Enterprises	<u>85.0</u>	<u>81.6</u>
TOTAL	\$419.4	\$433.7

Net Transfers: Out/(In)	<u>\$11.9</u>	<u>\$11.4</u>
Total: Increases/(Decreases)	\$.7	\$9.1

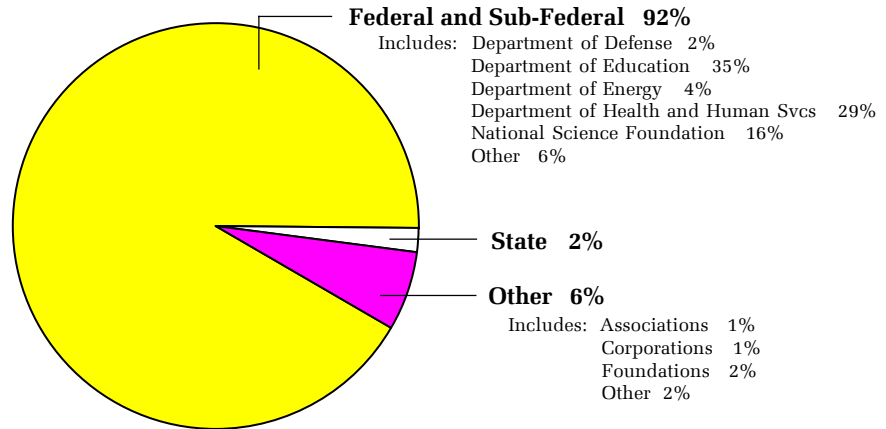
Transfers out are primarily for debt service repayments.

Dollars are in millions

Grant Awards

Grants and contracts received by the University of Oregon in 2004-5 totalled \$83,796,740.

Source of Award by Agency Type



Funding by primary purpose of award:

Instruction 6%
Public Service projects 25%
Research 69%

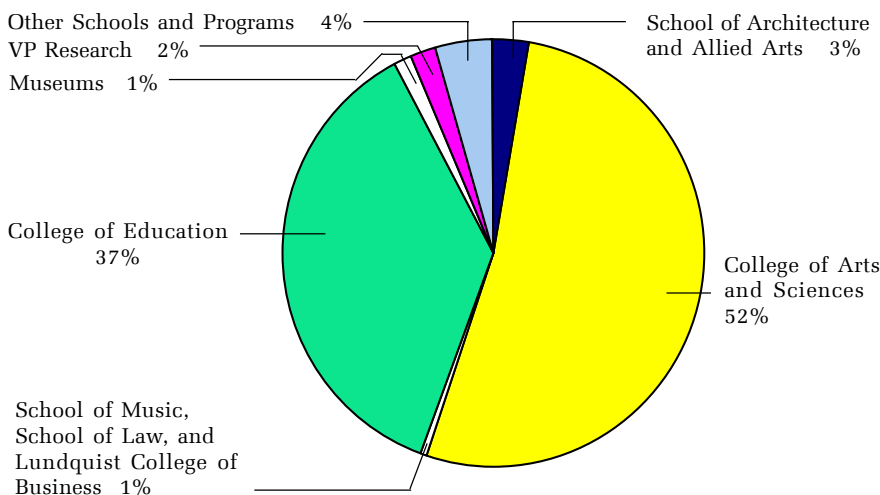
PROPOSALS

785 proposals were submitted with requests totaling **\$112 million** in first-year funding.

Over 81% of the applications were for **new or competitive renewal grants**.

86% of the total first-year funding requests were for **federal support**, totaling \$95 million.

Awards by Home Unit of Principal Investigator





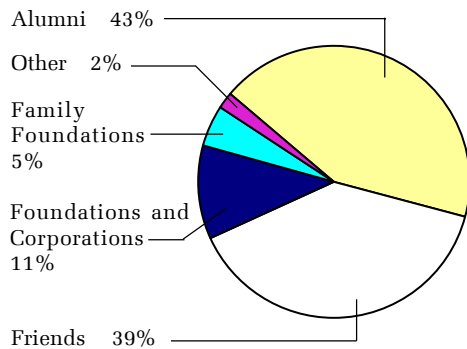
UNIVERSITY
OF OREGON

University of Oregon Foundation

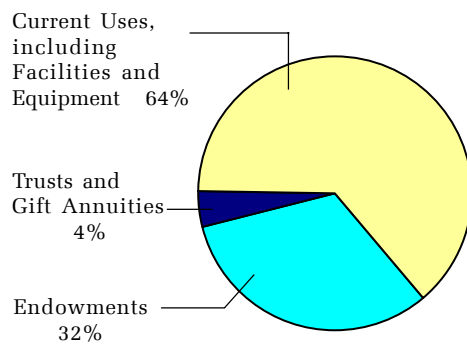
A separate legal entity from the university, the Foundation is a private, nonprofit corporation that receives, records, invests, and distributes funds resulting from private gifts to the university for purposes such as student scholarships, faculty support, academic programs, and building improvements.

**Total Gifts, Pledges, and Investment Income for 2004-5:
\$119,621,000**

Gift Sources



Gift Types



2004-5 Spending for University Programs

Academic Support

Faculty Support	\$1,528,000
Instructional and Research Programs	1,208,000
Academic Facilities	2,245,000
Total, Academic Support	\$4,981,000

Student Aid

Academic, Merit, and Need Scholarships	\$3,588,000
Student Athletic Scholarships	6,059,000
Student Loans and Wages	183,000
Total, Student Aid	\$9,830,000

Other University Support

Supplies and Operating Expenses	\$11,639,000
Salaries and Other Personnel Costs	2,275,000
Non-Academic Facilities	4,105,000
Total, Other University Support	\$18,019,000

Total From Foundation Unrestricted Gifts and Pledges

\$978,000

Total Direct University Support \$33,808,000

University Housing | Health Center

University Housing offers a wide variety of options for UO students.

With five residence hall complexes and four apartment/home communities, over 4,600 students live in university-related housing. University Housing provides unique opportunities for students to participate in close-knit communities and become engaged with the broader campus experience.

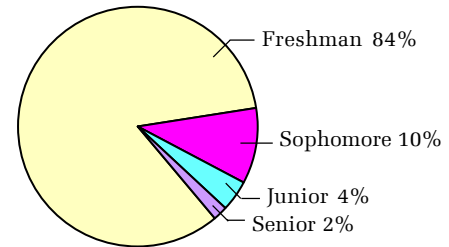
2005-6 Full Year Rates

Residence Hall Room and Board (with standard meal plan)

Small Single	\$ 7,886
Large Single	\$ 8,899
Standard Double	\$ 7,209
Deluxe Double	\$ 8,562
Deluxe Sm Single	\$10,926
Deluxe Lg Single	\$12,109

During 2004-5, grade point averages were significantly higher for freshmen living in residence halls compared to those who lived off-campus.

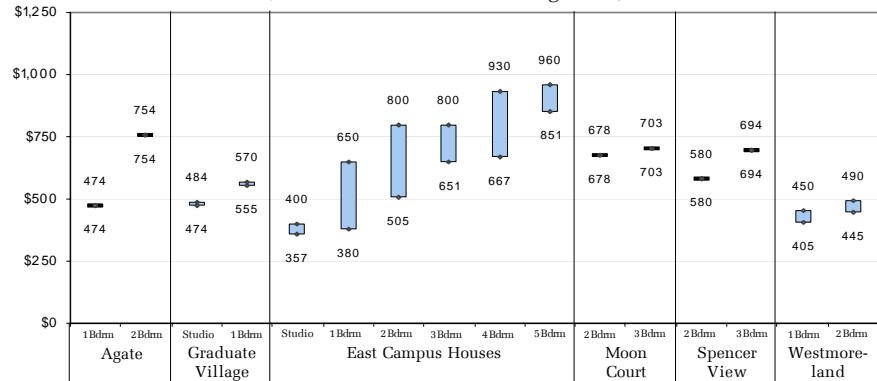
Residence Hall Occupancy Fall 2005 Total: 3,100



Family Housing and University Apartments offer an environment suitable for students with children, graduate students, and undergraduate students at least 21 years of age.

Fall 2005 Occupancy: 1,509
Units with Graduates: 69%
Units with Undergrads: 31%

2005-6 Monthly Family Housing/Univ Apartment Rental Rates (Rates shown as low and high end)



The University Health Center provides a broad range of health care services to UO students at its campus location on the corner of 13th and Agate. The Health Center offers convenient and affordable primary medical care with specialty care available in gynecology, psychiatry, and allergy. In addition, the Health Center offers preventive health, dental, physical therapy, laboratory, pharmacy, x-ray, health education, and health promotion services.

During 2004-5:

- ◆ There were 60,832 student visits to the Health Center for health care services.
- ◆ Almost 60% of all UO students visited the Health Center at least once during the year.
- ◆ There were 40,000 student visits to physicians, nurse practitioners, and nurses in our primary care or specialty care clinics.

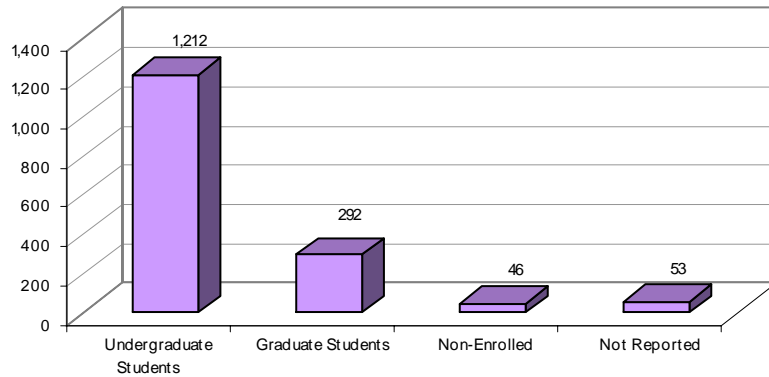


UNIVERSITY OF OREGON

Counseling and Testing Ctr | Parking

The University of Oregon Counseling and Testing Center provides comprehensive mental health and testing services to UO students. Some testing is offered on a fee per test basis, while other testing is paid for by student fees. Counseling services are provided as part of the health fee, so there is no additional cost to students.

2004-5 Counseling Center Clients



2004-5 Testing Center Services

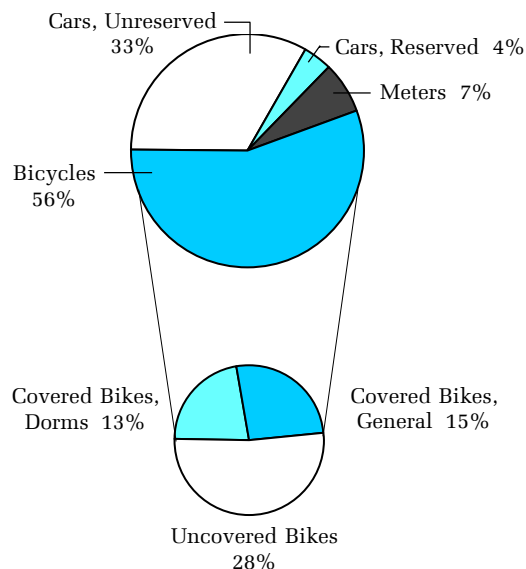
- Placement Tests: 2,138
- Language Proficiency Exams: 807
- Undergraduate Admissions Tests: 275
- Secondary Education Testing: 1,613
- UO Student Service Department Tests: 530
- Community Testing: 630
- National Testing: 3,674
- Computer Based Testing: 1,679

Average Client Age: 23.6 years

Counseling Center Staff: 35

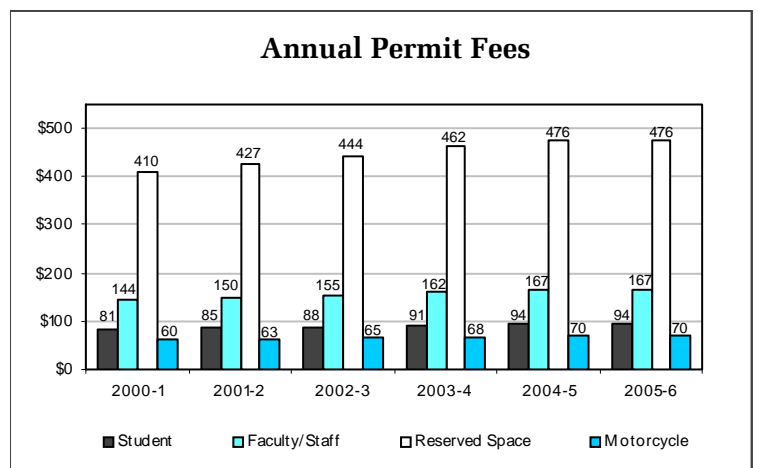
Parking at the University is at a premium. With record enrollments and major construction projects around campus during the 2005-6 academic year, alternative transportation -- biking, walking, bus, or car pooling -- is encouraged.

Parking Spaces by Type



Person to Car Parking Space Ratio 7:1

Annual Permit Fees



Athletics | Erb Memorial Union



Intercollegiate Athletics will sponsor **18 sports** for men and women, involving more than **450 athletes**, during the 2005-6 year.

Athletes in at least 15 of 18 sports represented the UO in post-season play during three of the past four years.

Men's Sports

- Basketball
- Cross Country
- Football
- Golf
- Indoor Track and Field
- Tennis
- Outdoor Track and Field
- Wrestling

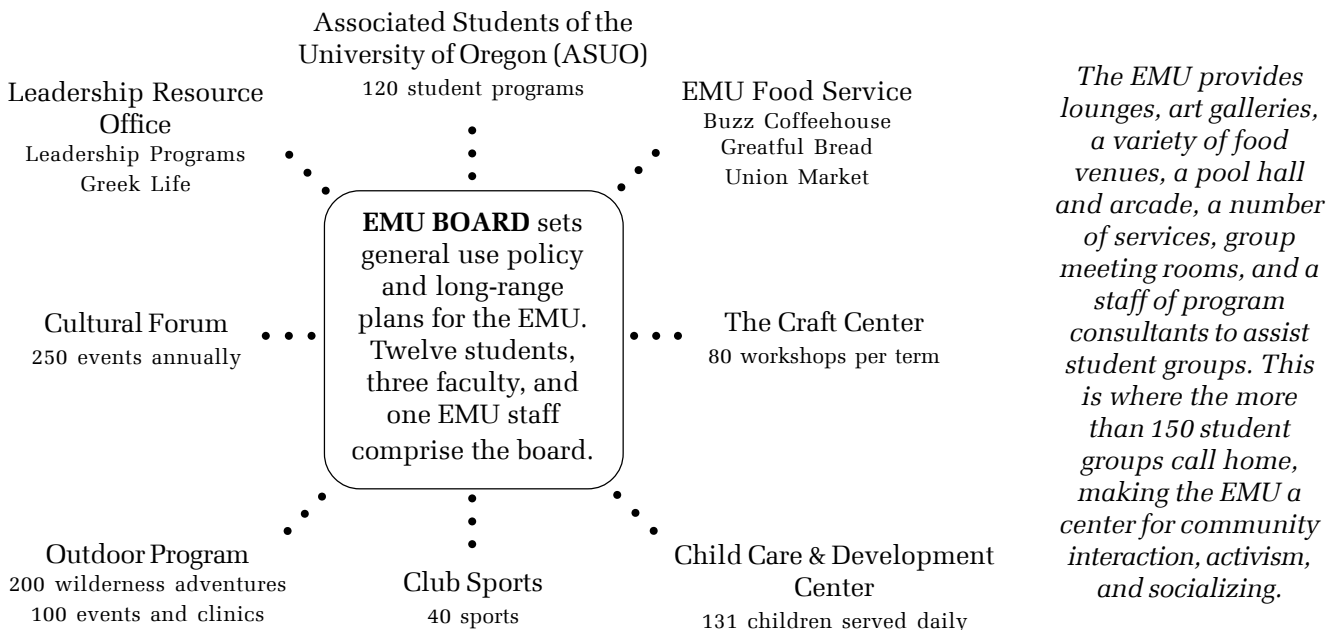
The UO will be the only university in the state this year that does not subsidize athletics, and one of only a few in the country with a completely self-sufficient athletic program.

Women's Sports

- Basketball
- Cross Country
- Golf
- Indoor Track and Field
- Lacrosse
- Outdoor Track and Field
- Soccer
- Softball
- Tennis
- Volleyball

Since 1894, the UO has held 15 national team titles and has had 67 NCAA individual champions.

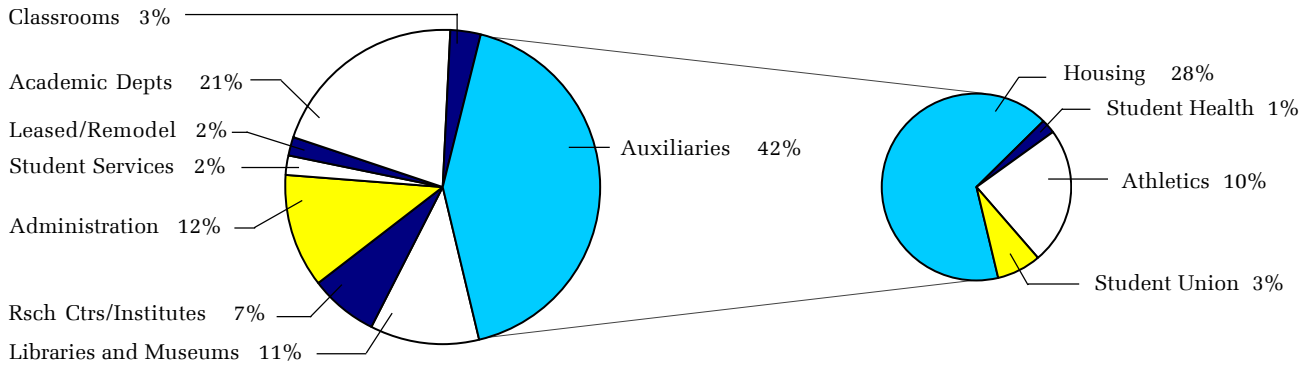
Since 1950, the **Erb Memorial Union (EMU)** has been the gathering place for campus activities at the University of Oregon.





Campus Facilities

Available Building Space by Department Type



**Total Insured Value:
\$983,059,132**

**Number of Buildings on
the Central Campus:
79**

**Buildings built prior to 1970:
68%**

**UO Campus:
295 Acres**

Completed Capital Projects (between 2000 and 2005)

- ◆ Autzen Stadium Expansion
- ◆ East Campus Graduate Village
- ◆ Hayward Field's Powell Plaza
- ◆ Heart of Campus
- ◆ Jordan Schnitzer Museum of Art
- ◆ Lewis Center for Neuroimaging
- ◆ Lillis Hall
- ◆ Many Nations Longhouse
- ◆ McKenzie Hall Renovation
- ◆ Moss Street Children's Center
- ◆ Museum of Natural & Cultural History Exhibits
- ◆ Student Tennis Center
- ◆ Tennis Courts Relocation/Field Upgrades
- ◆ Vivian Olum Child Development Center
- ◆ Zebrafish International Resource Center

Current Projects (anticipated completion)

- ◆ College of Education Additions (2008)
- ◆ Gilbert/Peterson Halls Renovation (2006)
- ◆ Living Learning Center (2006)
- ◆ ONAMI (2007)
- ◆ School of Music Additions (2008)
- ◆ Theater Expansion (2008)
- ◆ Univ Health & Counseling Expansion (2006)



Glossary

Academic Support. The general functions of the university that support and enhances education. Includes libraries, museums, graduate school, and dean's offices.

Administrators. Employees who have primary responsibility for management of the institution or specific departments or subdivisions. Examples include the president, vice presidents, deans, and directors of major administrative units.

Admitted Student. Students who are formally admitted to university degree or certification programs.

Auxiliaries. Departments or subunits that offer services to students and members of the faculty and staff for a fee, without support from state general fund appropriations. Examples include housing, dining halls, student health center, student union, printing, and parking.

Classified Employees. Employees who, under state law, are not appointed with faculty rank or are specifically exempted. They are governed by rules and regulations published and administered by the Personnel Division of the Executive Department of the State of Oregon and/or by the terms and conditions of collective bargaining agreements.

Clerical, Secretarial. Employees whose assignments are typically clerical or secretarial in nature. Examples include bookkeepers, clerk typists, payroll clerks, and library clerks.

Courtesy Appointments. Academic rank appointments offered on a purely courtesy basis. No salary or wages are involved.

Faculty. The faculty designation includes instructional, research, adjunct, and visiting faculty members. Adjunct faculty are members who hold regular positions outside the university (e.g., physicians, lawyers, architects) and who are temporarily hired for teaching, research, or service to make use of their special talents or knowledge. Visiting faculty are members who come to the university from another institution for an appointment of a year or less, sometimes to fill a temporary vacancy.

Graduate Assistants. Graduate assistants include teaching assistants, who teach in the classroom, lead discussion sessions, and grade student work, and research assistants, who are paid from research grants to work on faculty research projects.

Instruction. Units of the university that offer courses and teach students are included in the category.

Instructional Faculty. Faculty members responsible for the instructional programs who hold the rank of professor, associate professor, assistant professor, instructor, lecturer, research associate, research assistant, or the equivalent of any of these academic ranks. Does not include graduate teaching assistants or graduate research assistants.

Non-Admitted Student. Students who are not admitted to university degree or certification programs. Enrollment is limited to a maximum of eight credit hours per term. Non-admitted students usually take courses through the Community Education Program.

Officers of Administration. Employees whose primary assignments are administrative tasks related to the operation of the university. They are appointed to fixed-term contracts of one or two years and are not eligible for tenure within their administrative roles.



Glossary

Operating Support. Provides administrative support for the university. Includes the president's and vice presidents' offices, business office, human resources, affirmative action, public safety, mail services, and archives.

Other Professionals. Employees whose assignments require either a college degree or specialized professional training, but whose principal activities are administrative rather than instructional. Examples include librarians, accountants, coaches, lawyers, and counselors.

OUS Defined Peers. Institutional members of the American Association of Universities (AAU) that have been selected by the Oregon University System (OUS) as comparators for the University of Oregon as a whole.

Public Service. Activities of faculty and staff members and students that involve sharing their knowledge, skills, and expertise with individuals and groups outside the university. Includes local and state government service, consulting, internships, and voluntary participation.

Research, Institutes. Activities in the area of academic research. Includes research centers, institutes, and research supported activities.

Research Faculty. Faculty members whose principal activity is research, who hold the rank of professor, associate professor, assistant professor, instructor, lecturer, research associate, research assistant, or the equivalent of any of these academic ranks. Does not include graduate teaching assistants or graduate research assistants.

Service and Maintenance. Principal work of employees whose duties include contributing to the comfort, convenience, and hygiene of personnel and the student body and contributing to the upkeep and care of buildings, facilities, or grounds of the institutional property. Examples include custodial personnel, groundskeepers, security personnel, and construction laborers.

Skilled Crafts. Principal work of employees whose assignments require special manual skills and comprehensive knowledge, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Examples include electricians, carpenters, and typesetters.

Student Affairs. Principal activity of units that assist or advise students. Examples include student affairs, counseling center, international student affairs, financial aid and scholarships office, registrar's office, admissions office, and athletic education assistance.

Student Employees. Students who work on campus as regular student employees or work-study employees. Regular student employees are paid from the department's budget and are not a part of the Student Work-Study Program. Work-study employees are a part of the Student Work-Study Program. They must apply for and accept their financial aid packages; work-study is included as part of their package. The larger share of work-study student wages are paid from federal sources.

Technical, Para-Professional. Employees whose assignments require specialized knowledge or skills that may be acquired at a two-year technical institute or community college or through equivalent on-the-job training. Examples include computer programmers or operators, drafters, engineering aides, and licensed practical nurses.

Temporary Appointments. Support staff members who typically work less than six months, sometimes as seasonal employees.