Michigan Department of Labor and Economic Growth
Martin Luther King, Jr.?César Chávez?Rosa Parks Initiative
Public Act 169 of 2003, Section 318
Employment Outcome Data Report
of the Future Faculty Fellowship Program
October 1, 2002 through September 30, 2003

<table>
<thead>
<tr>
<th>PA 93 of 1999</th>
<th>PA 298 of 2000</th>
<th>PA 118 of 2001</th>
<th>PA 144 of 2002</th>
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<tbody>
<tr>
<td>Total Number of Fellows Obtaining Full-Time Employment</td>
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<td>Total Number of Fellows in Full-Time Faculty Employment</td>
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<td>Total Number of Fellows in Full-Time/Part-Time Faculty Employment at Own Degree Granting University</td>
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<td>Total Number of Universities that Reported Hiring Their Own Graduates</td>
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1) Four universities indicate they monitor employment experiences formally or informally. There has never been a legislative accountability for institutions to hire their own or other FFF graduates at either the two- or four-year college level.

2) Research published in the Chronicle of Higher Education and the Harvard University Magazine highlight the pervasive obstacles that people of color face as a result of the exclusionary hiring practices, sanctioned by custom and law in both private and public higher education. Annual reports issued by the U.S. Department of Education Digest of Education Statistics and the American Council on Education Status of Minorities in Higher Education provide statistical documentation that these practices continue to preclude or limit access to faculty employment opportunities for Michigan's Future Faculty Fellowship Program African American, Native American and Latino graduates:

- 87% of full-time faculty members in the United States are white; 64% are male.
- More than 65% of those who benefited from intervention/special hire initiatives on college/university campuses were white.
- Only 5% of the full professors in the U.S. are African American, Latino or Native American.
- Despite the increase of master's and doctoral degrees with persons of color earning 16% of the master's degrees and 18.6% of the doctorates in 2000, the proportion of faculty of color today – 2.3% – is virtually the same as in 1979.

3) PA 144 of 2002, Higher Education Appropriations Act, funds the 15 public universities who administer the Future Faculty Fellowship Program.

LegRep?FFFCharts?EmploymentOutcomeData
Revised May 14, 2004
### Number of Participants Receiving Support Under the Future Faculty Fellowship Program 1987-2003

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<tr>
<th>University</th>
<th>Master</th>
<th>Ph.D.</th>
<th>Total</th>
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<td>Central Michigan University</td>
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<td>10</td>
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### Martin Luther King, Jr.?César Chávez?Rosa Parks Initiative

#### Report on New Future Faculty Fellowship Recipients by University

**1987-2003**

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*LegRep?FFCharts?NewRecipients*

Revised May 14, 2004