

# MINORITY SERVING INSTITUTIONS (MSI) DEMOGRAPHIC DATA ANALYSIS 2021 - 2022

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Office of Human Resource Services

Corporate Engagement Branch

July 2023

# Demographic Analysis

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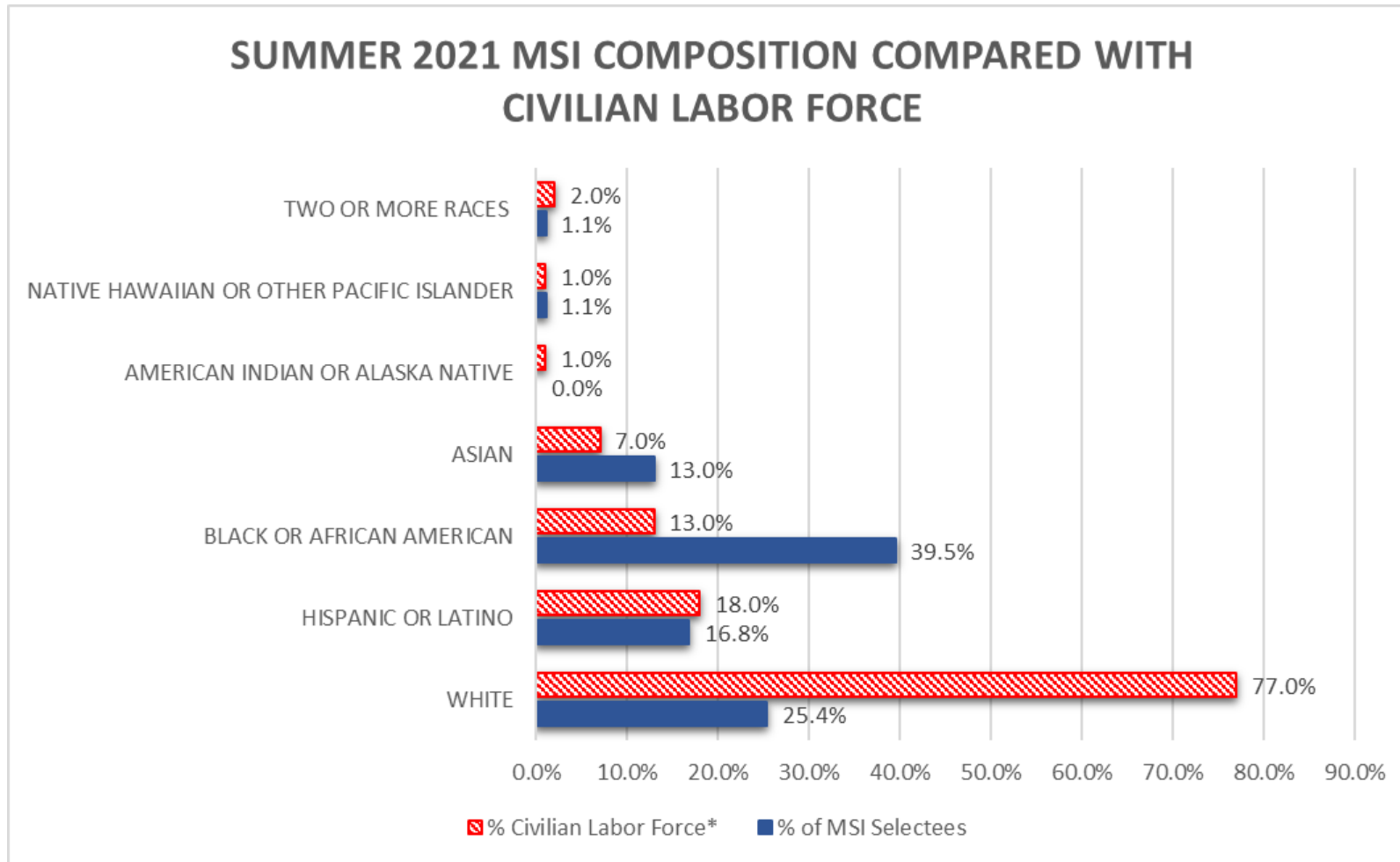
- Prior to 2022, the Minority Serving Institutions (MSI) Internship Program used two vendors to recruit, hire and staff interns
  - Race and National Origin, along with additional demographic data, was not collected
  - In 2021, the vendors reported the data using different collection methodologies
- The demographic data analysis is compared to the Bureau of Labor Statistics Civilian Labor Force (CLF) data available in 2021 and 2022
- In 2022, the MSI Internship Program participants were hired as federal employees, and completed the OPM form SF181 “Ethnicity and Race Identification” as part of their application process
  - Due to this change, improved data analysis was able to provide deeper insight into the “white” race category – revealing greater diversity numbers.
- ***We recommend using the Class of 2022 demographic data as a baseline for comparison moving forward***

# College/University Composition Analysis

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- Class of 2021 had over 90 unique schools; 1/3 of which resulted from outreach efforts
  - 33% represented minority serving institutions
  - *Appendix includes 2021 school analysis shared with the NEF in August of 2021 (attached)*
- Class of 2022 had over 140 unique schools; 2/3 of which resulted from outreach efforts
  - 40% represented minority serving institutions
  - Appendix includes the 2022 school analysis

# Class of 2021 – Selectees vs CLF\*



\*Data from the Bureau of Labor Statistics Civilian Labor Force (CLF)

## Totals

✓ **Total Applicants = 548**

✓ **Total Selectees = 185**

## Notes

✓ **2021 was the last year the MSI program was facilitated by 3<sup>rd</sup> party contractors who were not required to gather RNO data.**

✓ **~20% of applicants and selectees chose not to disclose racial demographics**

✓ **~60% of applicants and selectees chose not to disclose ethnicity demographics**

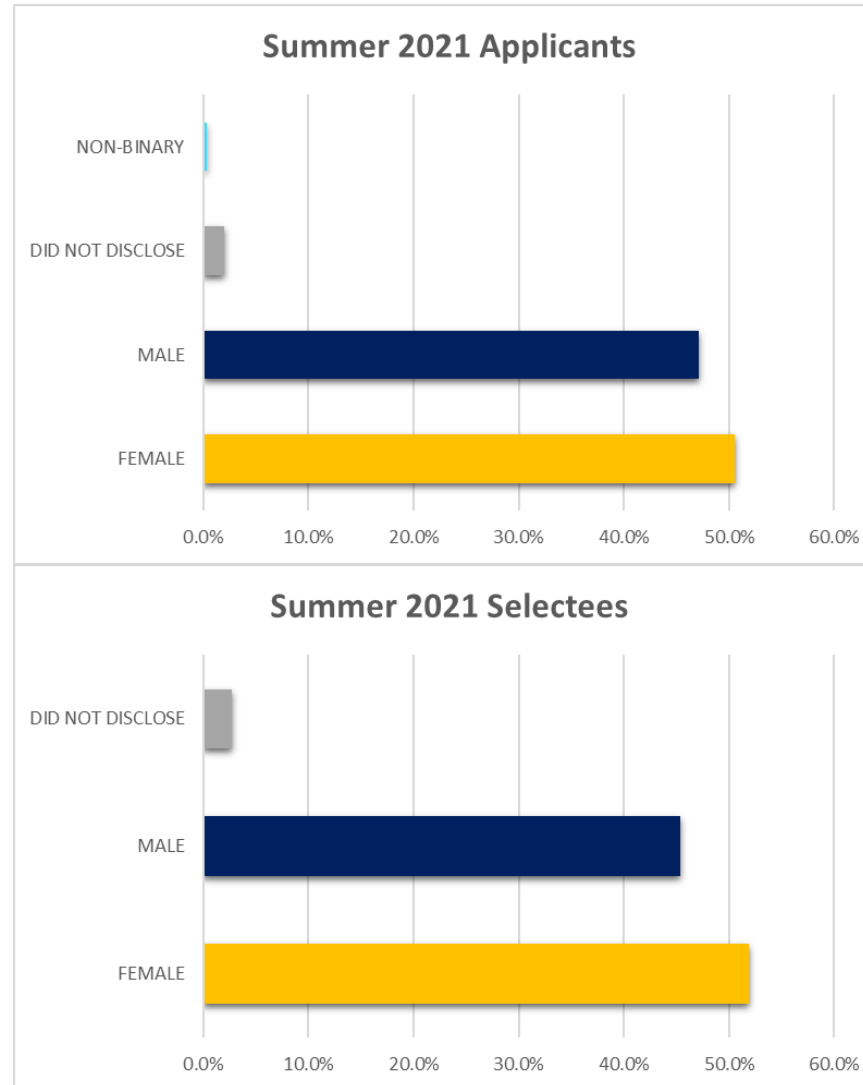
✓ **“Did Not Disclose” responses removed for data consistency.**

# Class of 2021 – by Gender

## Totals

✓ **Total Applicants = 548**

✓ **Total Selectees = 185**

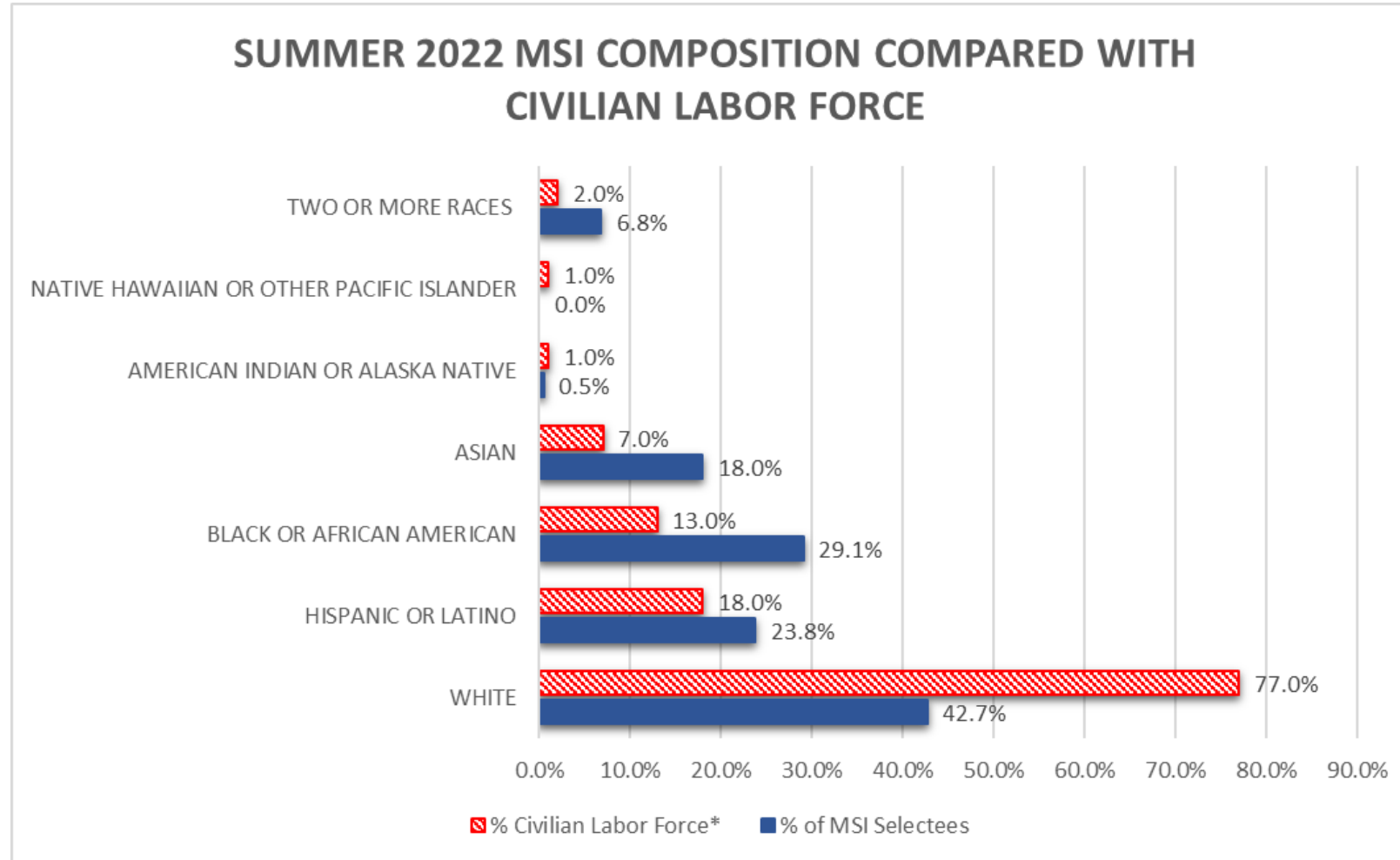


# 2021 – Takeaways

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- ✓ Total Applicants = 548
- ✓ Total Selectees = 185
- ✓ Student Veterans = 9
- ✓ Students with Disabilities = 7
- ✓ Diverse candidate pool by gender, race, and ethnicity is aligned with the candidate applicant pool
- ✓ In comparison to Summer 2020, we've increased our program size by roughly 70%

# Class of 2022 – Selectees vs CLF\*



## Totals

✓ **Total Applicants = 668**

✓ **Total Selectees = 206**

## Notes

- ✓ **2022 was the first year MSI interns were hired as federal employees and completed OPM Form SF181.**
- ✓ **“Did Not Disclose” responses removed for data consistency.**

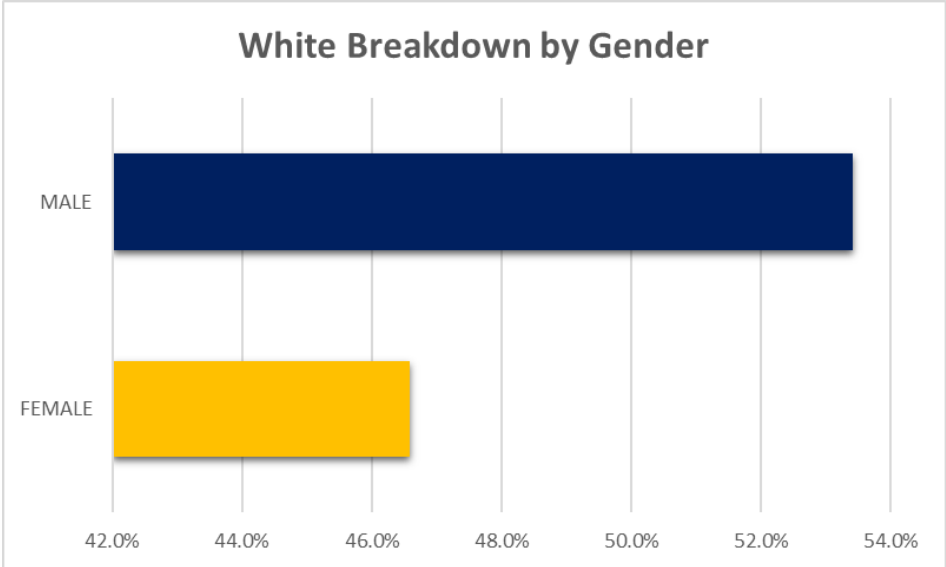
\*Data from the Bureau of Labor Statistics Civilian Labor Force (CLF)



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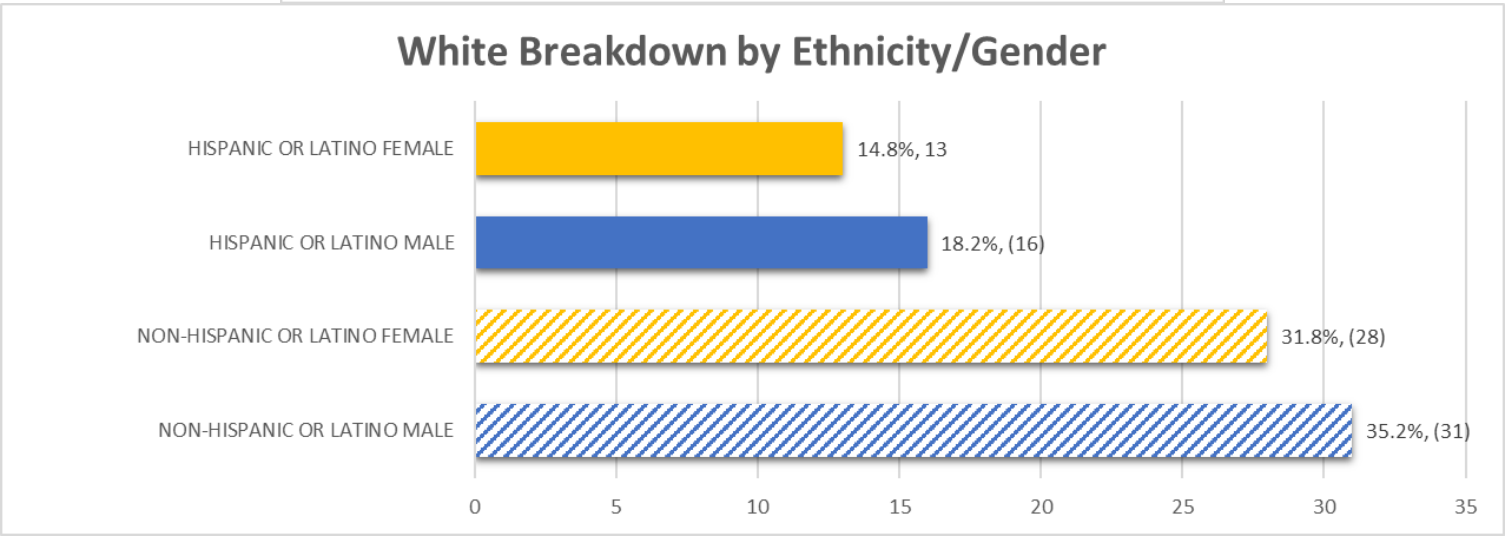


# Class of 2022 – White Demographic Breakdown



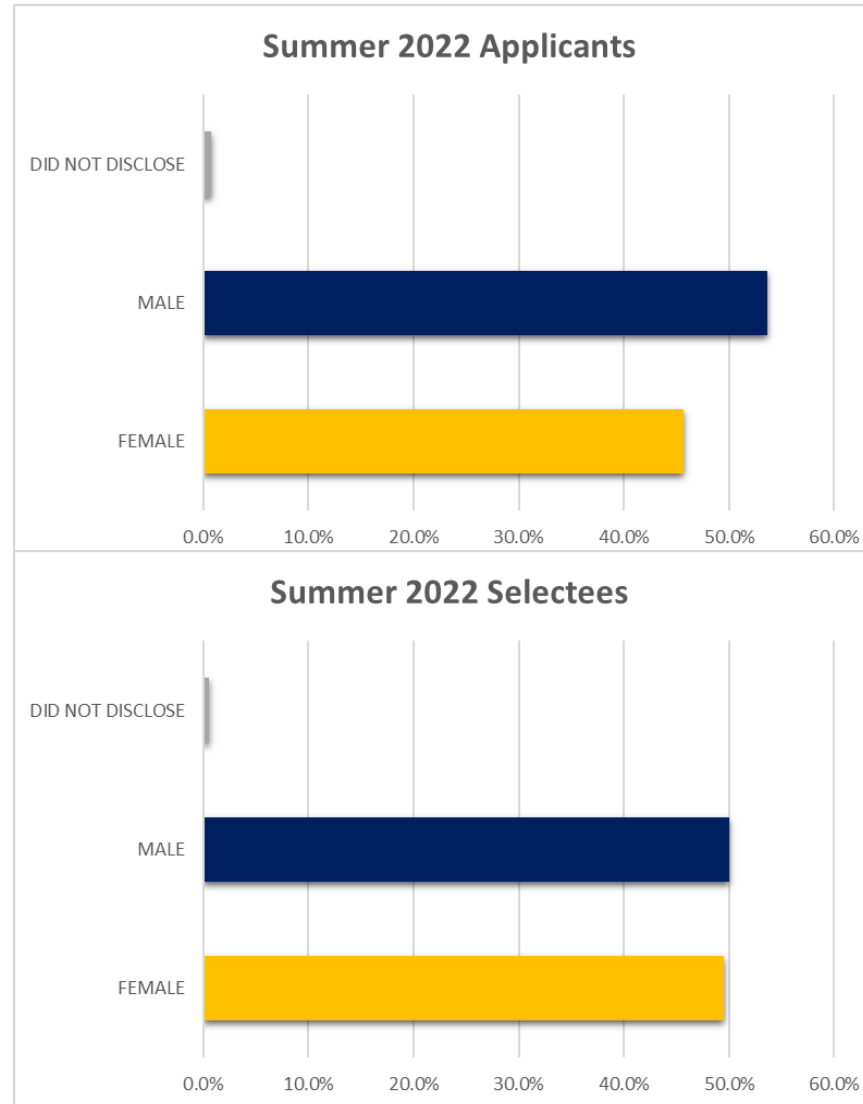
## Notes

- **Out of the 88 students who identified as white:**
  - **13% (4/31) of white, non-Hispanic males identified as a student with disability.**
  - **Overall, only 13% (27/206) of the 2022 Class were non-diverse selectees**





# Class of 2022 – by Gender



## Totals

✓ **Total Applicants = 668**

✓ **Total Selectees = 206**



# 2022 – Takeaways

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- ✓ Total Applicants = 668
- ✓ Total Selectees = 206
- ✓ Student Veterans = 15
- ✓ Students with Disabilities = 16
- ✓ Summer selectees, by race, ethnicity and gender, also prove to be proportionate to the applicant percentages
- ✓ In comparison to Summer 2021, we've increased our program size by roughly 11%

# Appendix 1: Summer 2021 MSI Intern Class – Colleges and Universities

➤ 33 schools represented from *Spring recruitment efforts*

➤ Nearly 35% of the Summer session represents diverse colleges and universities - HBCU's 19% and HSI's 14%; while over half of the Summer MSI interns are diverse!

HBCU  
HSI

\*\*\* Highest Producing Schools

Total = 185\*

Alabama A&M University	Elizabeth City State University	Iowa State University	Oklahoma City University	Tuskegee University	University of North Texas
American University	*** Embry Riddle Aeronautical University	Jackson State University	Oklahoma State University	University of Alabama Huntsville	University of Puerto Rico
Amherst College	Essex County College	Kennesaw State University	Our Lady of the Lake University	University of Arizona	University of Rhode Island
*** Arizona State University	Farmingdale State College	*** Lewis University	Penn State University	University of Central Florida	University of Texas at El Paso
Auburn University	Florida A & M University	Liberty University	Pitzer College	University of Connecticut	University of the District of Columbia
Benedict College	Florida International University	Louisiana State University	Prairie View A&M University	University of Delaware	University of Virginia
California Polytechnic University, San Luis Obispo	Florida State University	Marymount California University	Purdue University	University of Denver	University of Washington - Seattle
California State University	Fordham University	Marymount University	Rice University	University of Hartford	University of West Alabama
Catholic University	George Mason University	Miami University - Ohio	Rutgers University	University of Houston	State University of New York (SUNY) - Albany
Central Michigan University	George Washington University	Morehouse College	Southern University and A&M College	University of Iowa	*** Vaughn College of Aeronautics & Technology Virginia
City University of New York (CUNY)	Georgetown University	Morgan State University	Spelman College	*** University of Maryland	Commonwealth University
Claremont Graduate University	Georgia State University	Norfolk State University	Stockton University	University of Miami	*** Virginia Polytechnic Institute and State University
Clark Atlanta University	Grand Canyon University	North Carolina A&T State University	Tarrant County College	University of Michigan - Ann Arbor	Western Kentucky University
Columbia University	Hampton University	Northwestern University	Tennessee State University	University of Nebraska at Omaha	
Cornell University	Howard University	Norwich University	The University of Arizona	University of New Hampshire	
East Carolina University	Inter-American University	Northern Virginia Community College	Towson University	University of North Carolina at Greensboro	

Over 90  
Unique  
schools

+This slide is an excerpt from "Diversity Recruitment Outreach v9 \_NEF-August 2021, previously shared with the NEF and the FAA Recruitment Council

# Appendix 2: Summer 2022 MSI Intern Class – Colleges and Universities

✓ One third, or 41%, of the Summer session represents minority serving institutions:

- HBCU's 13%
- HSI's 13%
- 10% AANAPISI/HSI
- 5% AANAPISI

✓ 67% of the Summer 2022 MSI interns are diverse

HBCU

HSI

AANAPISI and AANAPISI/HSI

\*\*\* Highest Producing Schools

Over 140  
Unique  
schools

Aims Community College  
Alabama A&M University at Huntsville  
American Military University  
Arizona State University  
Augusta Technical College  
Austin Peay State University  
Aviation Institute of Maintenance  
Bellevue College  
Bellevue University  
Blue Ridge Community College  
Bowling Green State University  
Brigham Young University  
California Baptist University  
California State University  
California State University-Long Beach  
Campbell University  
Capella University  
Cerro Coso Community College  
City University of New York  
Cleveland State University  
Collin College  
Columbia Southern University  
Copper Mountain College  
Cornell University  
Dallas Baptist University  
Delaware State University  
\*\*\*Embry-Riddle Aeronautical University  
Fayetteville State University

\*\*\*Florida Agricultural and Mechanical University  
\*\*\*Florida International University  
Florida State Community College  
Florida State University  
\*\*\*George Mason University  
George Washington University  
Georgia Southern University  
Grambling State University  
Hampton University  
Hardin-Simmons University  
Hillsborough Community College  
Howard University  
Iowa State University  
Jackson State University  
James Madison University  
Kansas State University  
Kennesaw State University  
Kent State University  
La Universidad del Sagrado Corazón  
Lamar University  
Liberty University  
Marist College  
Miami Dade College  
Mississippi State University  
\*\*\*Morgan State University  
New Jersey Institute of Technology  
New Mexico State University  
Norfolk State University

North Carolina A&M State University  
North Carolina Central University  
Northwestern State University of Louisiana  
Oakwood University  
Ohio State University  
Oklahoma City University  
Oklahoma State University  
\*\*\*Old Dominion University  
Oral Roberts University  
Our Lady of the Lake University  
Pennsylvania State University  
Post University  
Prince George's Community College  
Rowan College of South Jersey  
Rowan University  
Rutgers University  
Rutgers University New Brunswick  
\*\*\*San Diego State University  
San Jose State University  
South College  
South Mountain Community College  
Southern Illinois University Carbondale  
Southern Nazarene University  
Southwestern Community College  
Stockton University  
Stony Brook University  
Strayer University  
Syracuse University  
Temple University

Tennessee State University  
Texas A&M International University  
\*\*\*Texas A&M University  
Texas Southern University  
Texas State University  
Texas Tech University  
The City College of New York  
Towson University  
Trine University  
Troy University  
Universidad de Puerto Rico  
University of Alabama at Huntsville  
University of ANNA G. MENDEZ  
University of Arkansas at Little Rock  
\*\*\*University of Arizona  
University of Baltimore  
University of California  
University of California  
University of California-Los Angeles  
University of California-Riverside  
University of Central Florida  
University of Central Oklahoma  
University of Cincinnati  
University of Colorado  
University of Connecticut  
University of Delaware  
University of Houston  
\*\*\*University of Illinois at Urbana-Champaign  
University of Kansas

\*\*\*University of Maryland Baltimore County  
University of Maryland College Park  
University of Maryland Eastern Shore  
\*\*\*University of Maryland Global Campus  
University of Miami  
University of Michigan  
University of North Carolina at Chapel Hill  
\*\*\*University of North Dakota  
University of North Florida  
\*\*\*University of Oklahoma  
\*\*\*University of Texas at Austin  
University of Texas at Arlington  
University of Texas at Dallas  
University of Texas San Antonio  
University of Vermont  
University of Virginia  
University of Washington  
University of West Florida  
Utica College  
\*\*\*Vaughn College of Aeronautics and Technology  
Virginia Commonwealth University  
Virginia Tech  
Weber State University  
Western Governors University  
Western Washington University  
Wilmington University  
Winston-Salem State University