

# MINORITY SERVING INSTITUTIONS (MSI) INTERNSHIP PROGRAM OVERVIEW & DEMOGRAPHIC ANALYSIS 2023

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**Office of Human Resource Management – AHR**

**Human Capital Programs Division – AHF-200**

**Corporate Engagement Branch – AHF-220**

**July 2023**

# College Outreach Strategy FY 2023

MSI Schools	191
Other Diversity Engagement Schools	84
FAA CTI	17
Career Fairs	81
Info Sessions	17
Conferences	8
HBCUs	39
Hispanic Serving Institutions (HSIs)	33
Asian American, Native American and Pacific Islander (AANAPISI)*	22
Tribal Colleges and Universities (AIHEC)	37
LGBTQIA+ Friendly	275
*Designated by the Department of Education as minority serving institution	

**\*40,000 STUDENTS REACHED**



**FAA**  
Human Resource Management



# Class of 2023 by School Type

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MSI Type	# of Unique Schools
HBCU	14
HSI	17
HSI/AANAPISI	14
AANAPISI	9
CTI	3
<b>Total Unique Colleges</b>	<b>146</b>

# Class of 2023 – MSI Schools w/ Intern Count

Arizona State University	1	Inter American University	3	University of California - Irvine	1
Atlantic Cape Community College	1	Morehouse College	1	University of California - San Diego	2
Baruch College, City College of New York	1	Morgan State University	3	University of Central Florida	2
Bowie State University	1	North Carolina A&T State University	4	University of Hawaii	1
Brooklyn College/CUNY	1	North Virginia Community College	1	University of Houston	1
California State Polytech University-Pomona	1	Our Lady Lake University	1	University of Maryland Eastern Shore	1
California State University	2	Palomar College	1	University of North Carolina Pembroke	1
California State University - Bakersfield	1	Rutgers University	3	University of Puerto Rico	1
California State University - Sacramento	1	San Diego State University	3	University of Redlands	1
Clark Atlanta University	2	San Jacinto Community College	1	University of Texas at Arlington	3
CUNY Queens College	1	San Jose State University	1	University of Texas at El Paso	2
Delaware State University	1	Spelman College	1	University of the District of Columbia	1
Fayetteville State University	1	Tarrant County College	1	University of the Incarnate Word	2
Florida International University	1	Texas A&M University	3	University of Washington	1
Florida State College	1	The University of Maryland Baltimore	1	Vaughn College of Aeronautics and Tech.	2
Georgia State University	2	Trinity Washington University	1	Virginia Commonwealth University	2
Hampton University***	5	University of Arizona	1	Virginia State University	1
Howard University***	5	University of CA - Merced	1	Virginia Tech	4
				West Virginia University	1

MSI Designation	
AANAPISI	Asian American & Native American Pacific Islander-Serving Institutions
HSI	Hispanic-Serving Institutions
AANAPISI; HSI	Two designators
HBCU	Historically Black Colleges and Universities
NASNTI	Native American-Serving Nontribal Institutions
***Top Producing Institution	



Top producing schools appear to centralize around the DMV area – a significant change from last year.

# Class of 2023 – All Schools w/ Intern Count

American Military University	1	Columbia University	1	Morehouse College	1	Strayer University	1	University of Miami	1
Ana G. Mendez University	1	Community College of Baltimore Co	1	Morgan State University	3	Suffolk University	1	University of North Carolina	1
Arizona State University	1	Cornell University	1	Mount St. Mary's University	1	Tarrant County College	1	University of North Carolina Pembroke	1
Atlantic Cape Community College	1	CUNY Queens College	1	Murfreesboro Tennessee State Univ	1	Texas A&M University	3	University of North Dakota	1
Augusta Technical College	1	Delaware State University	1	New Jersey Institute of Technology	1	The University of IL-Urbana Champaign	1	University of Oklahoma	4
Baruch College, City College of New York	1	East Coast Polytech Institute University	1	North Carolina A&T State University	4	The University of Maryland Baltimore	1	University of Puerto Rico	1
Bellevue College	1	Eastern Florida State University	1	North Virginia Community College	1	Towson University***	5	University of Redlands	1
Beloit College	1	Embry-Riddle Aeronautical University***	6	North-Western State University	1	Trinity Washington University	1	University of Richmond	1
Bethune-Cookman University	1	Emory University	1	Norwich University	1	Troy University	1	University of South Carolina	2
Blue Ridge Community College	1	Fayetteville State University	1	Not Stated	1	University of Alabama	2	University of Southern California	1
Boston University	1	Florida International University	1	Oklahoma City Community College	2	University of Alaska Anchorage	1	University of Texas at Arlington	3
Bowie State University	1	Florida State College	1	Oklahoma State University	3	University of Arizona	1	University of Texas at El Paso	2
Brooklyn College/CUNY	1	Florida State University	2	Old Dominion University	3	University of Baltimore	1	University of the District of Columbia	1
Butler University	1	Gallaudet University	1	Oregon State University	1	University of CA - Merced	1	University of the Incarnate Word	2
California State Polytech Univ-Pomona	1	George Mason University***	5	Our Lady Lake University	1	University of California - Irvine	1	University of Vermont	1
California State University	2	Georgia Institute of Technology	1	Palomar College	1	University of California - Los Angeles	1	University of Virginia	4
California State University - Bakersfield	1	Georgia State University	2	Park University	1	University of California - San Diego	2	University of Washington	1
California State University - Sacramento	1	Hampton University***	5	Pennsylvania State University	3	University of Central Florida	2	University of West Florida	1
Carroll Community College	1	Howard University***	5	Purdue University	1	University of Central Oklahoma	3	University South Florida	1
Catholic University of America	1	Inter American University	3	Rowan University	3	University of Cincinnati	1	University Southern California	1
Chamberlain University	1	James Madison University	2	Rutgers University	3	University of Florida	3	Valdosta State University	1
Clark Atlanta University	2	Kentucky Comm Tech College	1	Salisbury University	1	University of Georgia	1	Vaughn College of Aeronautics and Tech	2
Cleveland State University	1	La Universidad del Sagrado Corazon	1	San Diego State University	3	University of Hawaii	1	Virginia Commonwealth University	2
College of Coastal Georgia	1	Lehigh University	1	San Jacinto Community College	1	University of Houston	1	Virginia State University	1
College of Southern Maryland	1	Liberty University	2	San Jose State University	1	University of Maryland Baltimore Co	2	Virginia Tech	4
College of William & Mary	1	McDaniel College	2	Spelman College	1	University of Maryland College Park***	8	West Virginia University	1
Collin College	1	McKendree University	1	St. Peter's University	1	University of Maryland Eastern Shore	1	Western Governors University	3
Columbia College	1	Miami University	1	Stockton University	2	University of Maryland Global Campus	2	Western Michigan University	2
Columbia Southern University	1	Millsaps College	1	Stony Brook University	1	University of Memphis	1	Western Washington University	1
								William Woods University	1

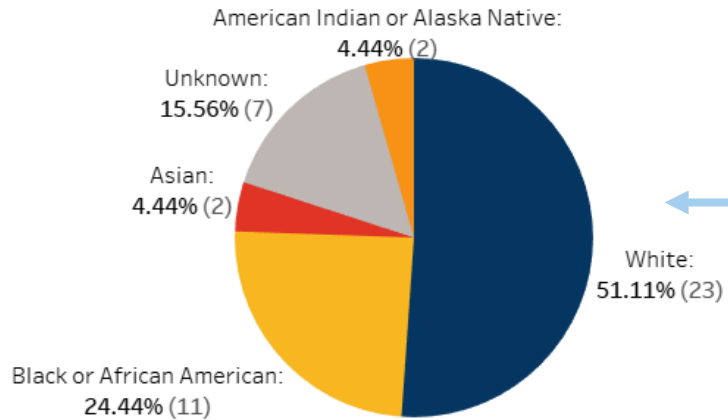
AANAPISI: Asian American & Native American Pacific Islander-Serving Institutions

HSI: Hispanic-Serving Institutions AANAPISI/HIS: Two designators Non-MSI: Institution not designated as MSI

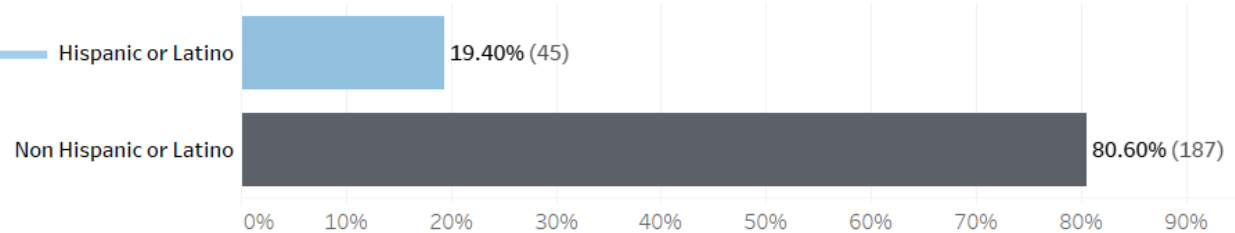
NASNTI: Native American-Serving Nontribal Institutions \*\*\*Top Producing Institution (5+)

# Class of 2023 Selections - Breakdown of Race and Ethnicity

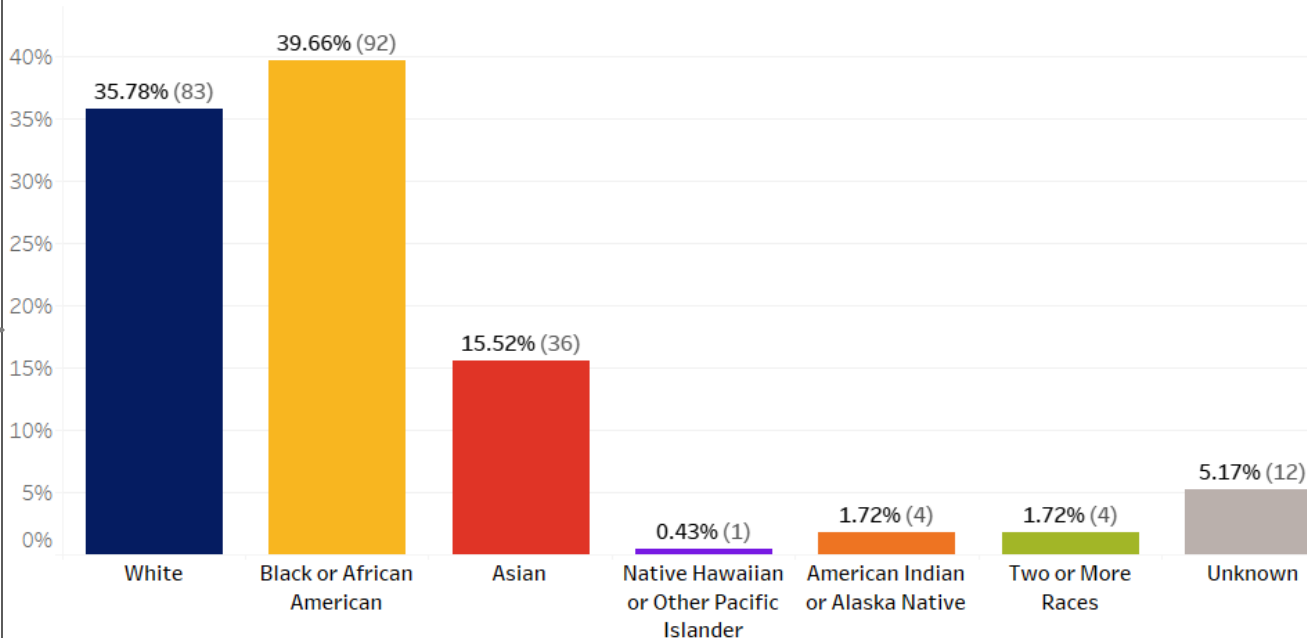
## Hispanic/Latino Students Race Breakdown



## Class of 2023 Ethnicity



## Class of 2023 Race

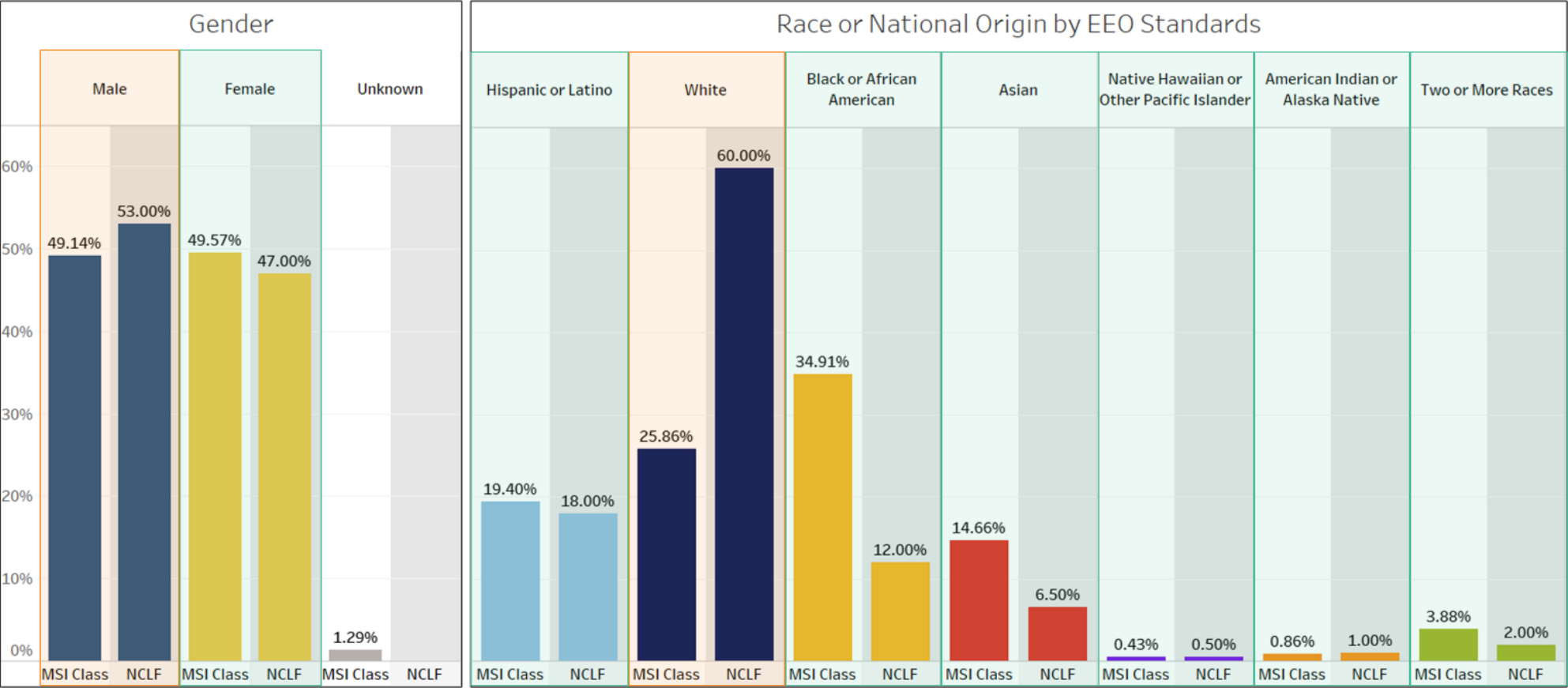


The Class of 2023 is nearly 60% diverse when only accounting for race and nearly 80% diverse when accounting for both race and ethnicity.

# Class of 2023 - EEO Standard Reporting & NCLF Comparison

## MSI Internship Class of 2023

Total Applicants: 1,912    Total Qualified Applicants: 1,032    Total Class Size: 232



Note: 2.16% of students did not disclose their RNO information and are included in the Two or More Races Column per EEO guidance.

Data Source: 2021 Bureau of Labor Statistics – Civilian Labor Force

# Class of 2023 - Diving Deeper into Diversity

Non-Minority Interns: 60 Students (26% of 2023 Class)

