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ABSTRACT

This publication offers an estimated analysis of the employment supply and demand for 1992-93 associate, baccalaureate, masters, and doctoral graduates of Michigan colleges and universities. An opening section briefly outlines the methods and definitions used for the analysis, in particular noting that placement directors and academic planning counselors at Michigan colleges and universities evaluated the supply and demand situations for each academic program offered by their respective institutions. This section also briefly analyzes demographic and economic trends affecting the labor market including increases in the minority proportion of the labor force, estimated average salaries, and future trends creating job opportunities. The rest of the document contains four sections, one for each degree level. The lists group areas of specialization and degree granting according to their estimated demand in the job market: limited supply (adequately more positions than graduates), possible shortage (a few more positions than graduates), near-balanced supply (approximately as many positions as graduates), adequate supply (a few more graduates than positions), and surplus (many more graduates than positions). (JB)

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estimated
SUPPLY & DEMAND
for MICHIGAN'S COLLEGE and UNIVERSITY
GRADUATES $\frac{1992}{1993}$

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DEVELOPMENT SERVICES**

Division of Student Affairs and Services

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An objective of the Collegiate Employment Research Institute is to publish materials that can be used by high school counselors, college placement officials, employers, and individuals when attempting to make education and career decisions. **Reproductions of any materials within this survey are encouraged**, with appropriate credits, of course.

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Estimated Supply and Demand for Michigan College and University Graduates of 1992-93
Collegiate Employment Research Institute - Michigan State University

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**Estimated Supply and Demand
for Michigan's College and University Graduates
of 1992-93**

Placement directors and career planning counselors at Michigan colleges and universities evaluated the supply and demand situation for each academic program offered by their respective institutions. An estimated analysis of the supply and demand position for 1992-93 graduates in each is provided. The rating scale for this analysis ranges from "limited supply" (adequately more positions than college graduates) to "surplus" (adequately more college graduates than positions). Although some degrees at the associate's, bachelor's, master's, and doctoral degree levels may appear very low in demand for today's job market, it is important to realize many provide an excellent entrance for furthering education at a higher level. The definitions for each rating are as follows:

Definitions

- Limited Supply**-Adequately more positions than college graduates.
- Possible Shortage**-A few more positions than college graduates.
- Near-Balanced**-Approximately as many positions as college graduates.
- Adequate Supply**-A few more college graduates than positions.
- Surplus**-Many more college graduates than positions.

Michigan State University's Recruiting Trends 1992-93 portrayed the current job market for new college graduates as "tight" for the fourth straight year. However, this year's college graduates will witness a smaller decline in employment opportunities when compared to the last three years. The 2.1% decrease in opportunities for 1992-93 graduates is considerably better than before. In 1991-92 the decline was 10%; 1990-91, 9.8%; and in 1989-90, 13.3% (Scheetz 1992).

When rating geographical regions of the country for job availability, employers responding to the Recruiting Trends survey expected employment opportunities for new college graduates to remain quite competitive in all geographical regions of the country. Job availability was expected to be somewhat better in the southeastern, northcentral, and southwestern regions of the United States. The more competitive job markets for new college graduates were expected in the southcentral, northwestern, and northeastern regions of the country (Scheetz 1992).

According to the Occupational Outlook Handbook, tomorrow's opportunities will focus primarily on population trends and racial/ethnic group composition. The labor force will decrease by ten percent by the year 2005 due to a declining population growth. The distribution of racial/ethnic groups within the labor force will also be altered by this date. According to statistics from

1990, 79 percent of the labor force was white, while African-Americans, Hispanics, and Asians/other ethnic groups constituted 11, eight, and three percent, respectively. By the year 2005, whites will maintain 73 percent of the labor force; African-Americans, 12 percent; Hispanics, 11 percent; and Asian/other ethnic groups, four percent.

The age distribution within the labor force will also be changing. Individuals between the ages of 35 and 54 will increase from 36 percent of the labor force to 48 percent.

Many of the job opportunities available into the next century will result from replacement needs. Employment in fields with small or no growth may still offer job availability because of replacement needs. Occupations with the largest numbers of replacements will generally be low paying and low status whereas occupations with relatively few replacements will deliver higher status, higher pay and require lengthier education and training. However, individuals who have donated several years to education or training may not always be marketable in another profession.

Earnings are expected to increase steadily for higher levels of education. The Occupational Outlook Quarterly reported for 1990 an average earning of \$19,168 for an individual with fewer than four years of high school. A person possessing five or more years of college is expected to receive an average annual pay of \$49,153.

The Follow-Up Report for 1990-91 which charts the success rate of Michigan State University graduating students reported an average salary for an individual with a bachelor's degree of \$25,455; master's, \$33,840; and doctoral degrees, \$38,917. The bachelor's degree recipients witnessed a five percent salary increase from the previous year while master's and doctoral graduates received four and 7.7 percent respectively (Career Development 1992).

Post-graduation status according to the Follow-Up Report listed bachelor's degree recipients as 61 percent employed; master's degree recipients, 68 percent; and doctoral graduates, 95 percent. Graduate school was also a factor with 21 percent of the bachelor's degree recipients attending; 19 percent of master's degree recipients; and 2 percent of doctoral or professional degree recipients (Career Development 1992).

Sources:

Career Development and Placement Services. 1992. Follow-Up Report 1990-91. East Lansing, MI.: Career Development and Placement Services, Michigan State University.

Occupational Outlook Quarterly. 1992 U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. (Summer).

Scheetz, L. Patrick. 1992 Recruiting Trends 1992-93. East Lansing, MI: Collegiate Employment Research Institute, Michigan State University.

Estimated Supply and Demand for Michigan's College and University Graduates Of 1992-93

ASSOCIATE'S DEGREES

Limited Supply

Business and Office, General

Possible Shortage

Adult Education Administration
Business Data Processing
Clothing Production
Computer Technology
Computer Science
Computer Programming
Computer Engineering
Computer Applications
Corrections
Court Reporting
Data Processing
Dental Hygiene
Education, Foreign Languages
Electrical Engineering
Hotel/Motel Management
Industrial Engineering
Information Sciences and Systems
Landscape Architecture
Office Supervision and Management
Petroleum Technology
Physical Therapy Assisting
Physical Sciences
Plastic Technology
Practical Nursing
Quality Control Technology
Respiratory Therapy Technology
Respiratory Therapy
Secretarial, Executive
Secretarial, Legal
Secretarial, Medical
Stenographic

Surgical Technology
Teacher Aide
Tool and Die Making
Water and Wastewater Management
Word Processing

Near-Balanced Supply

Accounting/Bookkeeping
Accounting and Computing
Accounting
Aeronautical Technology
Agricultural Business and Management
Air Condition, Heating, Refrigeration Technology
Airplane Piloting and Navigation
Architectural Drafting
Architectural Design/Construction
Technology
Architecture
Astrophysics
Audiology
Automotive Technology
Automotive Body Repair
Automotive Mechanics
Banking and Finance
Biological/Physical Sciences
Biology
Bookkeeping
Business Statistics
Business Data Entry Equipment
Business Administration and Management
Business Systems Analysis
Business Data Programming
Cardiopulmonary Technology
Carpentry

Chef/Cook
Chemistry, General
Child Development
Child Care Aide
Civil Engineering
Civil Technologies
Clerk Typist
Commercial Art
Communication Technologies
Construction Trades
Correctional Administration
Cosmetology
Criminal Justice
Dental Assisting
Diesel Engine Mechanics
Drafting Technology
Drafting/Design Technology
Electrical Equipment Repair
Electrician
Electromechanical Technology
Electronic Technology
Emergency Medical Technology
Emergency Medical Technology
Paramedic
Engineering Technology
English, General
Fashion Merchandising
Financial Services and Marketing
Food Service
Foreign Languages, Multiple Emphasis
Funeral Services
Geology
Graphic Arts
Graphic/Printing Communication
Heavy Equipment Maintenance
Home Furnishings Aide
Illustration Design
Industrial Design

Industrial Management
 Industrial Technology
 Law Enforcement
 Legal Assisting
 Library and Archival Sciences
 Life Sciences
 Machine Tool Operation
 Management Science
 Manufacturing Technology
 Marketing
 Marketing Management
 Mathematics, General
 Mathematics Education
 Meatcutting
 Mechanical Engineering
 Mechanical Drafting
 Mechanical Design Technology
 Mechanics and Repairs
 Medical Records Technology
 Medical Assisting
 Medical Laboratory Technology
 Medical Office Supply
 Merchant Marine Officers
 Metallurgical Technology
 Nursing
 Nursing Assistant
 Occupational Therapy
 Occupational Therapy, Assisting
 Optometry
 Physical Science
 Physical Therapy
 Physics
 Radiograph Medical Technology
 Real Estate Sales
 Receptionist/Communication
 Operator
 Restaurant Management
 Retailing
 Sales
 Sanitation Technology
 Science Education
 Security Services
 Small Business Management
 Soil Sciences
 Transportation and Materials
 Moving
 Typing, General Office
 Welding Technology
 Welding/Brazing/Soldering

Adequate Supply

Agribusiness/Agricultural
 Production
 Anthropology
 Architectural Interior Design
 Technology
 Audiology/Speech Pathology
 Bible Studies
 Business Computer Operation
 Business/Personal Services
 Marketing
 Business Education
 Chemistry Technology
 Clinical Pastoral Care
 Communication Electronics
 Crafts, General
 Criminal Justice Administration
 Dance
 Diagnostic and Treatment
 Services
 Dramatic Arts
 Economics
 Family Resource Management
 Fine Arts, General
 Fire Control/Safety Technology
 Forestry and Related Sciences
 French
 German
 Graphic Arts Technology
 Graphic Design
 History
 Home Furnishings and
 Equipment
 Home Economics
 Humanities and Social Sciences
 Industrial Arts Education
 Industrial Equipment
 Maintenance
 Interior Design
 International Business
 Management
 Journalism
 Liberal Studies
 Major Appliance Repair
 Materials Handling
 Medical Technology
 Mental Health/Human Services
 Assisting
 Music, Education

Occupational Safety/Health
 Technology
 Oceanography
 Office Products/Equipment
 Marketing
 Personal Services
 Personnel Management
 Physical Education
 Political Science/Government
 Psychology
 Public Policy Studies
 Public Relations
 Radio/TV Production,
 Broadcasting
 Real Estate Appraisal
 Renewable Natural Resources
 Savings and Loan Marketing
 Sheet Metal
 Small Engine Repair
 Social Sciences, General
 Social Work, General
 Sociology
 Spanish
 Speech, Debate, and Forensics
 Tourism
 Transportation and Travel
 Marketing
 Woodworking

Surplus

Area Studies
 Art History
 Art Education
 Banking Marketing
 Instrumentation Technology
 Mental Health/Human Services
 Technology
 Music Theory and Composition
 Music History and Appreciation
 Optometric Technology
 Painting
 Philosophy and Religion
 Photographic Technology

BACHELOR'S DEGREES

Limited Supply

Chemical Technology
 Education of Emotionally Handicapped
 Hotel/Motel Management
 Industrial Engineering
 Industrial Production Technology
 Legal Assisting
 Nursing, General
 Radiograph Medical Technology
 Trade and Industrial Supervision Management

Possible Shortage

Accounting
 Architectural Design and Construction
 Technology
 Banking and Finance
 Bilingual/Bicultural Education
 Biochemistry/Biophysics
 Building Construction Management
 Business Data Processing
 Chemical Engineering
 Community Services
 Computer Science
 Computer Engineering
 Corrections
 Court Reporting
 Data Processing
 Education for Physically Handicapped
 Education, Reading
 Education for Deaf/Hearing Impaired
 Education for Mentally Handicapped
 Electrical Engineering
 Electrical/Electronic Technology

Electrical Engineering Technology
 Engineering Science
 Environmental and Health Engineering
 Funeral Services
 Geriatrics
 Industrial Technology
 Industrial Sales
 Industrial Arts
 Information Sciences and Systems
 Insurance Marketing
 Legal Secretarial
 Management Information Systems
 Management Science
 Manufacturing Technology
 Marketing
 Materials Engineering
 Mathematics Education
 Mechanical/Related Technologies
 Mechanical Engineering
 Medical Laboratory Technology
 Medical Assisting
 Mental Health/Human Services
 Metallurgical Engineering
 Music Education, Vocal
 Nuclear Engineering
 Occupational Therapy
 Office Supervision/Management
 Operations Research
 Petroleum Engineering
 Physical Therapy
 Plastics Technology
 Product Management
 Recreation Therapy
 Science Education
 Special Education, General
 Special Learning Disabilities
 Systems Engineering
 Technical Education
 Toxicology

Word Processing

Near-Balanced Supply

Adult Education
 Advertising
 Aeronautical Technology
 Aerospace/Astronautical Engineering
 Agribusiness/Agricultural Production
 Agricultural Engineering
 Agricultural Economics
 Agricultural Business
 Allied Health
 Anthropology
 Astrophysics
 Automotive Technology
 Biological/Physical Sciences
 Biology
 Business/Personal Services Marketing
 Business Statistics
 Business Systems Analysis
 Business and Management
 Business Administration and Management
 Chemistry, General
 Child Development/Care and Guidance
 City/Community/Regional Planning
 Civil Engineering
 Clothing and Textiles
 Communicative Technology
 Criminal Justice
 Criminology
 Dietetics
 Drafting and Technology
 Drawing
 Earth Science
 Education, Junior High
 Education for Visually Handicapped

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Education, Marketing and
 Distribution
 Electromechanical Technology
 Emergency Medical Technology
 Ambulance
 Energy Conservation and Use
 Technology
 Energy, Power, and
 Transportation
 Engineering Technology
 English, Education
 English, General
 Executive Secretarial
 Exercise Physiology
 Family Resource Management
 Farm and Ranch Management
 Fashion Merchandising
 Food Sciences
 Food Distribution Management
 Food Service
 Foreign Language
 Geological Engineering
 Geriatric Services
 Graphic Design
 Graphic Arts Technology
 Graphic Arts
 Graphic/Printing/Communication
 Horticulture Science
 Hospitality/Recreation/Marketing
 Illustration Design
 Individual and Family
 Development
 Industrial Arts Education
 Industrial Design
 Instrumentation Technology
 Interior Design
 Investments and Securities
 Journalism
 Labor/Industrial Relations
 Landscape Architecture
 Law Enforcement
 Life Sciences
 Marine Biology
 Marine Engineering
 Marketing Management
 Marketing and Distribution
 Mathematics, General
 Medical Technology
 Microbiology
 Mining and Mineral Engineering

Music, Education
 Music Therapy
 Music Education, Instrumental
 Nutrition
 Occupational Safety/Health
 Technology
 Organizational Behavior
 Personnel Management
 Physics
 Physiology, Human and Animal
 Public Administration
 Public Relations
 Real Estate Sales
 Retailing
 Russian and Slavic Languages
 Russian
 Sanitation Technology
 Secondary Education
 Security Services
 Slavic Languages
 Social Work, General
 Speech Pathology/Audiology
 Statistics
 Student Counseling
 Zoology

Adequate Supply

Agricultural Education
 Agronomy
 Animal Sciences, General
 Area Studies
 Art Education
 Aviation Management
 Biomedical Equipment
 Technology
 Botany
 Business Education
 Business Economics
 Clinical Health Sciences
 Clothing Management
 Communications
 Consumer Education
 Crafts
 Dance
 Design
 Dramatic Arts
 Driver/Safety Education
 Economics
 Education, Elementary

Entomology
 Family Relations
 Fiber/Textiles/Weaving
 Fine Arts, General
 Fire Control/Safety Technology
 Fire Protection Administration
 Firefighting
 Fisheries and Wildlife
 Forestry and Related Sciences
 French
 Geology
 Geophysics and Seismology
 German
 Health Sciences
 Health Education
 Health Services
 Hispanic-American Studies
 History
 Home Economics Education
 Home Economics, General
 Human Resources Development
 International Business
 Management
 Liberal Studies
 Library Science
 Medical Illustration
 Metal/Jewelry
 Multi/Interdisciplinary Studies
 Music Performance
 Parks and Recreation
 Management
 Philosophy and Religion
 Photography
 Physical Sciences
 Physical Education
 Political Science/Government
 Psychology
 Radio/TV
 Renewable Natural Resources
 Sculpture
 Social Psychology
 Social Science, Education
 Social Sciences, General
 Sociology
 Solar Heating/Cooling
 Technology
 Spanish
 Speech, Debate, and Forensics
 Tourism
 Urban Studies

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Vehicle/Petroleum Marketing
Visual/Performing Arts

Surplus

African Studies
Afro-American Studies
American Studies
Arabic
Archeology
Asian Studies, General
Baltic Languages
Business Home Economics
Cinematography/Film
Conservation
Ecology
European Studies
Greek
Greek, Modern
Health Care Administration
Hebrew
Humanities and Social Sciences
Italian
Latin
Latin American Studies
Linguistics
Literature, English
Literature, American
Music Theory and Composition
Painting
Philosophy
Religion
Wildlife Management

MASTER'S DEGREES

Limited Supply

Allied Health, Other
Anesthesiology
Geological Engineering
Management Science
Maternal/Child Health
Medical Surgical
Metallurgical Engineering
Pharmacy
Psychiatric/Mental Health
Special Learning Disabilities
Speech Pathology/Audiology
Systems Engineering

Possible Shortage

Accounting
Analytical Chemistry
Banking and Finance
Bilingual/Bicultural Education
Chemical Engineering
Chemistry, General
Composition
Computer Engineering
Computer Science
Education/Visually Handicapped
Educational Media
Educational Testing/Evaluation
Electrical Engineering
Engineering Mechanics
Hotel/Motel Management
Inorganic Chemistry
Labor/Industrial Relations
Library/Archival Sciences
Library Science
Manufacturing Science
Marketing Management
Materials Engineering
Mathematics, General
Mathematics Education
Mechanical Engineering
Medical Technology
Microbiology

Music Education
Nuclear Engineering
Nursing, General
Occupational Therapy
Operations Research
Organic Chemistry
Pharmacology, Human and
Animal
Physics
Public Health
Science Education
Social Work, General
Special Education, General
Taxation
Transportation Management

Near-Balanced Supply

Adult Education
Advertising
Aerospace/Astronautical
Engineering
Agricultural Economics
Agricultural Engineering
Anthropology
Bacteriology
Biochemistry and Biophysics
Bioengineering/Biomedical
Engineering
Biological/Physical Sciences
Biology
Biometrics/Biostatistics
Business Administration and
Management
Business Economics
City/Community/Regional
Planning
Civil Engineering
Community College Education
Administration
Criminal Justice Studies
Curriculum and Instruction
Earth Science
Education Administration

Educational Supervision
Elementary/Secondary Education
Administration
English Education
English, General
Exercise Physiology
Experimental Psychology
Family Resource Management
Food Sciences
Foreign Language Education
Forestry and Related Sciences
Geophysics and Seismology
Higher Education Administration
Horticulture Science
Immunology
Individual and Family
Development
Industrial/Organizational
Psychology
Journalism
Marine Engineering
Mining and Mineral Engineering
Music Therapy
Organizational Behavior
Personnel Management
Public Relations
Public Administration
Reading Education
Russian
Statistics
Wildlife Management

Adequate Supply

Agribusiness/Agricultural
Production
Agronomy
Area Studies
Art Education
Art History/Education
Botany
Business Education
Clinical Microbiology
Communications

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Creative Writing
Dramatic Arts
Economics
Elementary Education
Family Relations
Fine Arts, General
French
Geography
Geology
German
Health Sciences
History
Home Economics, General
Humanities and Social Sciences
Interior Design
Liberal Studies
Linguistics
Music Performance
Parks and Recreation
 Management
Physical Education
Political Science/Government
Pre-Elementary Education
Psychology
Radio/TV
Religious Education
Renewable Natural Resources
School Psychology
Sculpture
Social Foundations
Social Sciences, General
Social Science Education
Sociology
Spanish
Teacher Education
Veterinary Medicine

Surplus

American Studies
Classics
Comparative Literature
Eastern European Studies
Greek
Italian
Latin
Painting
Philosophy

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DOCTORAL DEGREES

Limited Supply

Analytical Chemistry
 Anatomy
 Applied Mathematics
 Computer Science
 Electrical Engineering
 Forestry and Related Sciences
 Geography
 Immunology
 Industrial Engineering
 Industrial/Organizational
 Psychology
 Inorganic Chemistry
 Medicine, Human
 Metallurgical Engineering
 Organic Chemistry
 Osteopathic Medicine
 Pathology
 Pharmacology, Human and
 Animal
 Pharmacy
 Psychology, Clinical
 Speech Pathology/Audiology
 Trade and Industrial Education

Possible Shortage

Accounting
 Banking and Finance
 Biochemistry and Biophysics
 Business Administration and
 Management
 Chemical Engineering
 Chemistry, General
 Computer Engineering
 Dentistry
 Educational Statistics and
 Research
 Educational Media
 Educational Testing and
 Evaluation
 Engineering Mechanics

Experimental Psychology
 Food Sciences
 Law
 Library/Archival Sciences
 Materials Engineering
 Mathematics Education
 Mathematics, General
 Mechanical Engineering
 Microbiology
 Nursing, General
 Operations Research
 Physical Chemistry
 Physics
 Physiological Psychology
 Physiology, Human and Animal
 Reading Education
 School Psychology
 Science Education
 Social Psychology
 Social Work, General
 Special Education, General
 Statistics
 Systems Engineering
 Technical Education
 Transportation Management
 Zoology

Near-Balanced Supply

Administration of Special
 Education
 Aerospace/Astronautical
 Engineering
 Agribusiness/Agricultural
 Production
 Agricultural Economics
 Agricultural Engineering
 Agronomy
 Anthropology
 Bioengineering/Biomedical
 Engineering
 Biology
 Botany
 Civil Engineering

Communications
 Curriculum and Instruction
 Developmental Psychology
 Economics
 Education Administration
 English Education
 English, General
 Higher Education Administration
 History
 Horticulture Science
 Industrial Arts Education
 Marketing Management
 Music Education
 Parks and Recreation
 Management
 Personnel Management
 Political Science/Government
 Public Administration
 Renewable Natural Resources
 Sociology
 Student Counseling
 Teacher Education
 Veterinary Medicine
 Wildlife Management

Adequate Supply

Dramatic Arts
 Entomology
 Geology
 Musicology
 Physical Education
 Social Foundation

Surplus

Literature, English
 Philosophy
 Social Studies Education

*Estimated Supply and Demand for Michigan College and University Graduates of 1992-93
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The Collegiate Employment Research Institute was established by Michigan's Legislature in 1984. The Institute is charged with the task of examining issues on career development and employment for college graduates.

Various research projects are underway, including the study covered in this report, to provide information for use by career counselors, college placement officials, human resources administrators, and individuals when attempting to make career planning and job campaigning decisions.

If you have any questions about this study or any other Institute project, please contact a member of the Institute.

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