

DOCUMENT RESUME

ED 382 137

HE 028 338

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 TITLE Estimated Supply and Demand for Michigan's College and University Graduates of 1994-1995.  
 INSTITUTION Michigan State Univ., East Lansing. Career Development and Placement Services.; Michigan State Univ., East Lansing. Collegiate Employment Research Inst.  
 PUB DATE 7 Apr 95  
 NOTE 14p.  
 AVAILABLE FROM Collegiate Employment Research Institute, Michigan State University, 113 Student Services Building, East Lansing, MI 48824-1113 (\$3).  
 PUB TYPE Reports - Descriptive (141)

EDRS PRICE MF01/PC01 Plus Postage.  
 DESCRIPTORS \*Associate Degrees; \*Bachelors Degrees; \*College Graduates; \*Doctoral Degrees; \*Employment Opportunities; Higher Education; Intellectual Disciplines; Labor Market; Labor Supply; \*Masters Degrees  
 IDENTIFIERS \*Michigan

ABSTRACT

This publication offers an estimated analysis of the employment supply and demand for 1994-95 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 AND DEMAND** for Michigan's College and University Graduates of 1994 - 1995

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**CAREER DEVELOPMENT & PLACEMENT SERVICE**  
Division of Student Affairs and Services

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**MICHIGAN STATE**  
**UNIVERSITY**

April 7, 1995

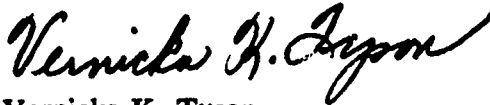
A copy of the report on *Estimated Supply and Demand for Michigan's College and University Graduates of 1994-95* is attached for your information. Responses to this survey were requested from all directors of placement in Michigan colleges and Universities. Responses were received from a representative sample of the community colleges, colleges, and universities throughout Michigan.

Special thanks is extended to all the directors of placement and their staff members who participated in this research effort. Their participation and extensive feedback were crucial for completion of this analysis of the current supply and demand situation for 1994-95 graduates.

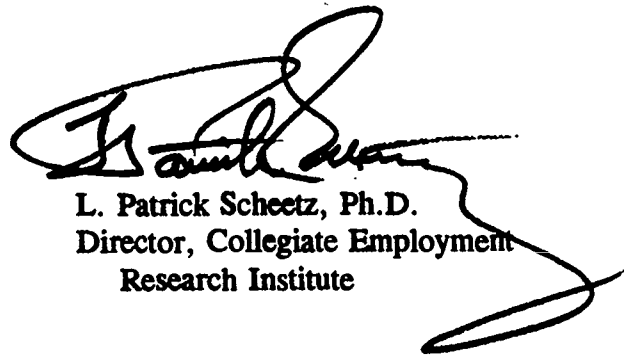
Reproductions of this report with proper credits **are encouraged**. Distribution of copies of this report to all guidance counselors and career advisers at your institution will be appreciated.

If you have any questions regarding this report or other research efforts of the Collegiate Employment Research Institute at Michigan State University, please let us know. We may be reached by calling (517) 355-9510, extension 361; FAX: (517) 353-2597; or e-mail: [scheetz@pilot.msu.edu](mailto:scheetz@pilot.msu.edu).

Sincerely,



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Thanks are extended to the following placement directors who assisted with creation of this report.

**Susan R. Boyd**  
*St. Clair Community College*  
**Janet Larose**  
*University of Michigan-Dearborn*  
**Richard Brown**  
*Henry Ford Community College*  
**Richard Lightbody**  
*Wayne County Community College*  
**Jacquelyn Ciupek**  
*Lawrence Institute Technology*  
**Susan Martin**  
*University of Michigan-Flint*  
**John A. Crusoe**  
*Wayne State University*  
**Frank McCourt**  
*Alpena Community College*  
**Barbara Filer**  
*Michigan Technological University*  
**Paul Nelson**  
*Northcentral Michigan College*  
**Michael Helsen**  
*Baker College*

**Phyllis Nelson**  
*Lake Michigan College*  
**John Joy**  
*Monroe County Community College*  
**Willemina Prinsen**  
*Northwestern Michigan College*  
**Lynnel Keresztesi**  
*Kellogg Community College*  
**Shirley Reneau**  
*University of Detroit Mercy*  
**Ginger Lange**  
*Grand Valley State University*  
**Jeanette Sprik**  
*Concordia College*  
**Robert A. Large**  
*Ferris State University*  
**Jennie Walker**  
*Kirtland Community College*  
  
*Walsh College*

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.

Published: March 5, 1995

Price: \$3.00

# ESTIMATED SUPPLY AND DEMAND

## FOR MICHIGAN'S COLLEGE AND UNIVERSITY GRADUATES

### OF 1994-95

Collegiate Employment Research Institute • Career Development and Placement Services • Michigan State University

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 1994-95 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 available). 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 1994-95* indicated an increase in job opportunities for new college graduates, for a second consecutive year. Surveyed employers reported an anticipated increase of 5.9 percent, reaffirming last year's slight improvement of 1.1 percent following a four-year trend of declining opportunity (Scheetz 1994).

When employers rated geographical regions of the country for job availability, overall ratings of at least "medium availability" were received by all regions of the United States this year (1994-95). Ratings for each geographical region of the country include: Southcentral (81.3%), Northcentral (81.2%), Southeastern (78.9%), Southwestern (68.5%), Northeastern (66.0%), Northwestern (57.0%). Ratings received by all regions this year (1994-95) were higher than ratings received a year earlier (Scheetz 1994).

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 4.5 percent by the year 2005 due to slower population growth. Ethnic and racial diversity in the labor

force, however, will increase. According to statistics from 1992, 78 percent of the labor force was white, while African-American, Hispanics, and Asians/other ethnic groups constituted 11, eight and three percent, respectively, showing little change from 1990. 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, five percent. Also by the year 2005, women are expected to constitute 48 percent of the labor force.

The age distribution within the labor force will also be changing. Compared to young workers, the number of experienced workers in the work force will increase. In 1992, the median age of the labor force was 37.2 years; by 2005, it will be 40.5 years. The proportion of workers in the 25-34 age range will decline dramatically, from 28 percent to 21 percent in 2005. The growing proportion of workers between the ages of 45 and 54 should account for 24 percent of the labor force by the year 2005, up from 18 percent in 1992. By 2005, workers aged 55 and over will comprise 14 percent of the labor force, up from 12 percent in 1992.

The labor force is requiring a higher level of educational attainment. In 1992, 27 percent of all workers aged 25 and over had a bachelor's degree or higher, while only 12 percent did not possess a high school diploma. This is a trend that is expected to continue. Projected rates of employment growth are faster for occupations requiring higher levels of education or training than for those requiring less.

The *Follow-Up Report* for 1992-93 which charts the success rate of Michigan State University graduating students reported an average salary for an individual with a bachelor's degree of \$25,487; master's, \$33,228; and doctoral degrees, \$36,491. The bachelor's average starting salaries leveled off in 1992-93, showing the same level as 1990-91. Salaries at the master's and doctoral levels actually fell by 5 percent and 8 percent, respectively, reversing five years of steady increases (Career Development 1994).

Post-graduation status according to the *Follow-Up Report* listed bachelor's degree recipients as 68 percent employed; master's degree recipients, 76 percent; and doctoral graduates, 92 percent. Graduate school was also a factor with 21 percent of the bachelor's degree recipients attending; 15 percent of master's degree recipients; and 5 percent of doctoral or professional degree recipients (Career Development 1994).

## SOURCES

Career Development and Placement Services. 1994. *Follow-Up Report 1992-93*. East Lansing, MI: Career Development and Placement Services, Michigan State University.

*Occupational Outlook Handbook*. 1994-95. U.S Department of Labor, Bureau of Labor Statistics, VGM Career Horizons, Lincolnwood, IL.

Scheetz, L. Patrick Ph.D. 1994. *Recruiting Trends 1994-95*. East Lansing, MI: Collegiate Employment Research Institute, Michigan State University.

# ESTIMATED SUPPLY & DEMAND

FOR MICHIGAN'S COLLEGE AND UNIVERSITY GRADUATES OF 1994-95

## Associate's Degrees

### Limited Supply/High Demand

Agribusiness/Agricultural Production  
Audiology/Speech Pathology  
Automotive Technology  
Air Cond./ Heating Refrig. Tech  
Child Care Aide  
Civil Technologies, General  
Computer Applications  
Computer Engineering  
Computer Programming  
Computer Science, general  
Computer Technology  
Court Reporting  
Dentistry, General  
Electrical Engineering  
Engineering Technology  
Industrial Engineering  
Mechanical Engineering  
Nursing Assistant  
Optometry  
Personal Services, General  
Physical Therapy Assisting  
Practical Nursing  
Radiograph Medical Technician  
Receptionist/Communication Operator  
Restaurant Management  
Retailing  
Sales

### Possible Shortage/Good Demand

Automotive Body Repair  
Business Systems Analysis  
Business Data Programming  
Business Data Processing  
Chef/Cook  
Chemistry Technology  
Child Development/Care and Guidance  
Civil Engineering

Communication Electronics  
Communication, Gen.  
Construction Trades, Gen  
Criminal Justice Administration  
Data Processing  
Dental Hygiene  
Electromechanical Technology  
Emergency Medical Technology  
Engineering  
Food Service  
Geology  
Heavy Equipment Maintenance  
Industrial Technology  
Information Sciences and Systems  
Machine Tool Operation  
Manufacturing Technology  
Marketing Management  
Mechanical Design Technology  
Mechanics and Repairers  
Medical Technology  
Medical Assisting  
Medical Records Technology  
Mental Health/Human Serv. Assist  
Merchant Marine Officers  
Occupational Therapy  
Occupational Therapy, Assisting  
Petroleum Technology  
Physical Therapy  
Physical Sciences  
Plastic Technology  
Quality Control Technology  
Respiratory Therapy Technology  
Sanitation Technology  
Secretarial, Legal  
Stenographic  
Surgical Technology  
Tool and Die Making  
Water/Wastewater Management  
Welding/Brazing/Soldering

### Near Balance/Supply Equals Demand

Accounting

Accounting, Bookkeeping, General  
Aeronautical Technology  
Agricultural Business and Mgt., Gen.  
Airplane Piloting and Navigation  
Architectural Drafting  
Architectural Design/Constr. Tech.  
Architecture  
Banking and Finance  
Business and Office, General  
Business Data Entry Equipment Operator  
Business and Office, General  
Business Statistics  
Cardiopulmonary Technology  
Carpentry  
Chemistry, General  
Clerk Typist  
Commercial Art  
Communications Technologies  
Correctional Administration  
Cosmetology  
Criminal Justice  
Electrician  
English, General  
Fashion Merchandising  
Fine Arts, General  
Fire Protection, Other  
Fire Control/Safety Technology  
Funeral Services  
Graphic/Printing  
Illustration Design  
Industrial Design  
Industrial Equipment Maintenance  
Industrial Management  
Industrial Arts Education  
Landscape Architecture  
Library and Archival Sciences  
Major Appliance Repair  
Management Science  
Mathematics Education  
Mathematics, General  
Meatcutting  
Mechanical Drafting  
Medical Office Supply

Metallurgical Technology  
Occupational Safety/Health Tech.  
Office Supervision and Management  
Physical Science, General  
Radio/TV Production/Broadcasting  
Real Estate Appraisal  
Real Estate, General  
Science Education  
Small Business Management  
Small Engine Repair  
Typing, General Office  
Welding Technology  
Woodworking, General  
Word Processing

### Adequate Supply/Some Oversupply

Adult Education Administration  
Architectural Interior Design Tech.  
Bible Studies  
Biological/Physical Sciences  
Biology  
Bookkeeping  
Business Admin./Mgt., General  
Business Computer Operations  
Business/Personal Services Market-  
ing  
Business Education  
Clinical Pastoral Care  
Clothing Production, General  
Crafts, General  
Dance  
Diagnostic and Treatment Services

Dramatic Arts  
Economics  
Education, Foreign Languages  
Electrical Repair, General  
Elementary Education  
Family Resource Management  
Financial Services Marketing,  
General  
Foreign Lang., Multiple Emphasis  
Forestry and Related Sciences,  
General  
French  
German  
Graphic Arts Technology  
History  
Home Economics, General  
Home Furnishings Aide  
Home Furnishings/Equip., General  
Instrumentation Technology  
Interior Design  
International Business Management  
Journalism  
Law Enforcement  
Life Sciences  
Materials Handling  
Music, General  
Music Education  
Oceanography  
Office Products/Equip. Marketing  
Personal Management  
Physics  
Political Science/Government  
Psychology, General  
Public Policy Studies

Renewable Nat. Res., General  
Savings and Loan Marketing  
Security Services  
Sheet Metal  
Social Work, General  
Social Sciences, General  
Sociology  
Soil Sciences, General  
Spanish  
Speech, Debate, and Forensics  
Teacher Education, General  
Tourism  
Transportation/Travel Marketing  
Transportation/Materials Moving

### Surplus/Substantial Oversupply

Anthropology  
Area Studies  
Art History  
Art Education  
Banking Marketing  
Education, English  
Humanities/Social Sciences  
Legal Assisting  
Liberal Studies  
Mental Health/Human Serv. Tech.  
Music History and Appreciation  
Music Theory and Composition  
Optometric Technology  
Painting  
Philosophy and Religion, General  
Photographic Technology



# ESTIMATED SUPPLY & DEMAND

FOR MICHIGAN'S COLLEGE AND UNIVERSITY GRADUATES OF 1994-95

## *Bachelor's Degrees*

### Limited Supply/High Demand

Chemical Technology  
Computer Engineering  
Court Reporting  
Education of Emotionally Handicapped  
Education for Mentally Handicapped  
Education for Physically Handicapped  
Hotel/Motel Management  
Industrial Production Tech., Other  
Information Sciences and Systems  
Materials Engineering  
Mechanical Engineering  
Mechanical/Related Technologies  
Medical Assisting  
Occupational Therapy  
Physical Therapy  
Radiograph Medical Technology

### Possible Shortage/Good Demand

Agricultural Education  
Architectural Design/Construction Tech.  
Automotive Technology  
Bilingual/Bicultural Education  
Biochemistry/Biophysics  
Business Data Processing  
Business Systems Analysis  
Chemical Engineering  
Construction  
Corrections  
Data Processing  
Drafting and Technology  
Education for Deaf/Hearing Impaired  
Education, Reading Instruction  
Electrical Engineering Technology  
Electrical Engineering  
Electrical/Electronic Technology  
Electromechanical Technology  
Engineering, General  
Engineering Science

Fashion Merchandising  
Food Service  
Geological Engineering  
Geophysics and Seismology  
Geriatric Services  
Geriatrics  
Industrial Sales  
Library Science  
Management Information Systems  
Management Science  
Manufacturing Technology  
Marketing and Distribution  
Mathematics Education  
Mathematics, General  
Mechanical Laboratory Technology  
Medical Technology  
Mental Health/Human Services, General  
Metallurgical Engineering  
Mining and Mineral Engineering  
Music, Education  
Nuclear Engineering  
Nursing, General  
Petroleum Engineering  
Plastics Technology  
Product Management  
Pure Mathematics  
Special Education, General  
Special Learning Disabilities  
Systems Engineering  
Technical Education  
Toxicology  
Trade and Industrial Supervision, Mgt.

### Near Balance/Supply Equals Demand

Accounting  
Advertising  
Aeronautical Technology  
Aerospace/Astronautical Engineering  
Agribusiness/Agricultural Production  
Agricultural Business  
Agricultural Engineering  
Agricultural Economics

Agronomy  
Allied Health  
Animal Sciences, General  
Astrophysics  
Banking and Finance  
Business Statistics  
Chemistry, General  
City/Community/Regional Planning  
Civil Engineering  
Communications  
Communication Technology  
Criminal Justice  
Criminology  
Drawing  
Economics  
Education for Visually Handicapped  
Energy Conservation/ Use Tech.  
Energy, Power, and Transportation  
Engineering Technology  
English, General  
Environmental Health Engineering  
Executive Secretarial  
Exercise Physiology  
Farm and Ranch Management

Fiber/Textiles/Weaving  
Fire Control/Safety Technology  
Fire Protection Administration  
Firefighting  
Food Sciences, General  
Food Distribution  
French Education  
Funeral Services  
Geology  
German Education  
Graphic and Printing Comm.  
Graphic Arts  
Graphic Arts Technology  
Graphic Design  
Horticulture Science  
Hospitality/Rec. Mktg., General  
Human Resources Development  
Illustration Design  
Industrial Technology  
Industrial Arts Education  
Industrial Arts, General

Industrial Design  
 Industrial Engineering  
 Instrumentation Technology  
 Insurance Marketing, General  
 Interior Design  
 Investments and Securities  
 Journalism  
 Labor/Industrial Relations  
 Landscape Architecture  
 Law Enforcement  
 Legal Secretarial  
 Legal Assisting  
 Marine Engineering  
 Marine Biology  
 Medical Laboratory  
 Medical Illustration  
 Microbiology  
  
 Music, General  
 Office Supervision/ Management  
 Operations Research  
 Ophthalmic Services  
 Organizational Behavior  
 Physical Sciences, General  
 Physics, General  
 Physiology, Human and Animal  
 Public Administration  
 Real Estate, General  
 Recreational Therapy  
 Retailing  
 Sanitation Technology  
 Science Education  
 Spanish Education  
 Statistics  
 Student Counseling  
 Word Processing

### Adequate Supply/Some Oversupply

Adult Education Administration  
 Art Education  
 Aviation Management  
 Biological/Physical Sciences  
 Biology, General  
 Biomedical Equipment Technology  
 Botany, General  
 Bus./Personal Services Marketing  
 Business Education  
 Business Economics  
 Business and Management  
 Bus./Personal Services Marketing  
 Child Development/Care and  
 Guidance  
 Clinical Health Sciences  
 Clothing and Textiles  
 Clothing Management

Community Services  
 Consumer Education  
 Crafts  
 Dance  
 Dietetics  
 Dramatic Arts  
 Driver/Safety Education  
 Earth Science  
 Education, Elementary  
 Education, Marketing and Distribu-  
 tion  
 Education, Junior High  
 Emergency Medical Technology  
 Ambulance  
 English, Education  
 Entomology  
 Family Resource Management  
 Family Relations  
 Fine Arts, General  
 Fisheries  
 Foreign Language, General  
 Forestry and Related Sciences  
 French  
 German  
 Health Education  
 Health Sciences, Other  
 Health Services, General  
 History  
 History Education  
 Home Economics Education  
 Home Economics, General  
 Individual/Family Development  
 International Business Management  
 Life Sciences, General  
 Marketing  
 Marketing Management  
 Metal/Jewelry  
 Multi/Interdisciplinary Studies, Other  
 Music Therapy  
 Nutritional Education  
 Occupational Safety/ Health Tech.  
 Parks and Recreation Management  
 Parks and Recreation, General  
 Personnel Management  
 Photography  
 Physical Education  
 Political Science/ Government  
 Psychology, General  
 Public Relations  
 Radio/TV Production/ Broadcasting  
 Renewable Natural Resources  
 Secondary Education  
 Security Services  
  
 Social Sciences, General  
 Social Work, General  
 Social Psychology

Sociology  
 Solar Heating/Cooling Technology  
 Spanish  
 Speech, Debate, and Forensics  
 Speech, Lang., Pathology, Aud.  
 Teacher Education, General  
 Tourism  
 Urban Studies  
 Vehicle/Petroleum Mktg., General  
 Visual Performing Arts, General  
 Zoology, General

### Surplus/Substantial Oversupply

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

# ESTIMATED SUPPLY & DEMAND

FOR MICHIGAN'S COLLEGE AND UNIVERSITY GRADUATES OF 1994-95

## Master's Degrees

### Limited Supply/High Demand

Allied Health, Other  
Anesthesiology  
Chemical Engineering  
Computer Engineering  
Education, Learning Disabilities  
Manufacturing Science, General  
Maternal/Child Health  
Medical Surgical  
Metallurgical Engineering  
Occupational Therapy  
Pharmacy  
Public Health  
Speech, Language, Pathology,  
Audiology  
Systems Engineering  
Transportation Management

### Possible Shortage/Good Demand

Accounting  
Aerospace/Astronautical Eng.  
Analytical Chemistry  
Banking and Finance  
Bilingual/Bicultural Education  
Biochemistry and Biophysics  
Chemistry, General  
Composition  
Education, General  
Electrical Engineering  
Engineering Mechanics  
Engineering, General  
Experimental Psychology  
Geological Engineering  
Geology  
Geophysics and Seismology  
Hotel/Motel Management  
Industrial/Organizational Psychology  
Inorganic Chemistry  
Labor/Industrial Relations  
Marketing Management  
Materials Engineering

Mathematics Education  
Mathematics, General  
Mechanical Engineering  
Medical Technology  
Mining and Mineral Engineering  
Music Education  
Nuclear Engineering  
Nursing, General  
Operations Research  
Organic Chemistry  
Pharmacology, Human and Animal  
Physics, General  
Public Administration  
Pure Mathematics  
Social Work, General  
Special Education, General  
Taxation

### Near-Balance/Supply Equals Demand

Agribusiness/Agricultural Production  
Agricultural Economics  
Agricultural Engineering  
Agronomy  
Bacteriology  
Bioengineering/Biomedical Engineering  
Biometrics/Biostatics  
Business Economics  
Business Admin. and Management  
Civil Engineering  
Clinical Psychology  
Community College Education  
Admin.  
Criminal Justice Studies  
Curriculum and Instruction  
Earth Science  
Economics  
Education Admin., Gen.  
Education for Visually Handicapped  
Education Media  
Educational Testing/Evaluation  
Educational Supervision  
Elementary/Secondary Education

Admin.  
Exercise Physiology  
Food Sciences, General  
Foreign Language Education,  
General

Forestry and Related Science  
Higher Education Administration  
Horticulture Science  
Immunology  
Journalism  
Library/Archival Sciences  
Library Science  
Linguistics  
Management Science, General  
Marine Engineering  
Microbiology  
Music, General  
Music Therapy  
Organizational Behavior  
Parks and Recreation, General  
Personnel Management  
Psychiatric/Mental Health  
Public Relations  
Reading Education  
Russian  
Science Education  
Statistics  
Veterinary Medicine

### Adequate Supply/Some Oversupply

Adult Education  
Advertising  
Art History/Education  
Art Education  
Biological and Physical Sciences  
Biology, General  
Business Education  
City/Community/Regional Planning  
Clinical Microbiology  
Communications  
Creative Writing  
Dramatic Arts  
Elementary Education

English, General  
English Education  
Family Resource Management  
Fine Arts, General  
French  
Geography  
German  
History  
Home Economics, General  
Individual/Family Dev., General  
Interior Design  
Italic Languages, General  
Junior High Education  
Law  
Music Performance  
Physical Education  
Political Science/ Government

Pre-Elementary Education  
Psychology, General  
Radio/TV Production/ Broadcasting  
Renewable Natural Resources,  
General  
Social Foundations  
Social Science Education  
Social Sciences, General  
Sociology  
Spanish  
Teacher Education, General  
Wildlife Management

**Surplus/Substantial  
Oversupply**

American Studies

Anthropology  
Area Studies  
Botany, General  
Classics  
Comparative Literature  
Eastern European Studies  
Greek  
Health Sciences, General  
Humanities/Social Sciences  
Italian  
Latin  
Liberal Studies  
Painting  
Philosophy  
Religious Education  
School Psychology  
Sculpture

# ESTIMATED SUPPLY & DEMAND

FOR MICHIGAN'S COLLEGE AND UNIVERSITY GRADUATES OF 1994-95

## Doctoral Degrees

### Limited Supply/High Demand

Analytical Chemistry  
Anatomy  
Applied Mathematics  
Chemical Engineering  
Computer Engineering  
Electrical Engineering  
Immunology  
Industrial Engineering  
Inorganic Chemistry  
Mechanical Engineering  
Medicine, General  
Medicine, Other  
Metallurgical Engineering  
Nursing, General  
Organic Chemistry  
Pathology  
Pharmacology, Human and Animal  
Pharmacy  
Pure Mathematics  
Speech Pathology/ Audiology  
Transportation Management

### Possible Shortage/Good Demand

Accounting  
Administration of Special Education  
Aerospace/Astronautical Engineering  
Agricultural Engineering  
Banking and Finance  
Biochemistry and Biophysics  
Bioengineering/Biomedical Engineering  
Business Admin. and Management  
Chemistry, General  
Clinical Psychology  
Computer Science, General  
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Technical Education  
Trade and Industrial Education

### Near Balance/Supply Equals Demand

Agribusiness/Agricultural Production  
Agricultural Economics  
Agronomy  
Biology, General  
Botany, General  
Civil Engineering  
Communications  
Curriculum and Instruction  
Developmental Psychology  
Economics  
Education Admin., General  
Educational Statistics and Research  
Educational Media  
English Education

English, General  
Experimental Psychology  
Food Sciences, General  
Higher Education Administration  
Horticulture Science  
Industrial Arts Education  
Industrial/Organizational Psychology  
Library/Archival Sciences  
Literature, English  
Marketing Management  
Music Education  
Physiological Psychology  
Public Administration  
Student Counseling

### Adequate Supply/Some Oversupply

Anthropology  
Dramatic Arts  
Entomology  
History  
Law  
Musicology  
Parks and Recreation Management  
Physical Education  
Political Science/Government  
Renewable Natural Resources, General  
Social Foundations, General  
Social Foundations  
Sociology  
Teacher Education, General  
Veterinary Medicine  
Wildlife Management  
Zoology, General

### Surplus/Substantial Oversupply

Philosophy  
Social Studies Education

*The Collegiate Employment Research Institute was established by the Michigan Legislature in 1984. The Institute is charged with the task of examining issues related to career development and the employment of college graduates. Various research projects are underway, including the study covered in this report. These research efforts attempt to provide high school counselors, college placement officials, employers and individuals with useful information for career planning and job campaigning decisions. Reproductions of this material with proper credits are encouraged. Please distribute copies to all guidance counselors and career advisors.*

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