

**CAPACITY OF POSTSECONDARY EDUCATION
TO PRODUCE GRADUATES FOR
HUMAN SERVICES EMPLOYMENT**

**California Mental Health Planning Council
Human Resources Project**

JULY 2001

PURPOSE

This report presents data on the number of students attaining degrees and certificates from postsecondary institutions that could lead to employment in human services. It provides the number of students attaining certificates, 2-year degrees, and 4-year degrees who could seek employment upon completion of their educational goals. The report also describes the number of undergraduates eligible to enter graduate programs that train mental health professionals. The number of graduates receiving master's degrees or doctoral degrees that can be employed as mental health professionals is also provided. Finally, the report presents an ethnic breakdown of students receiving these undergraduate and graduate degrees.

METHODOLOGY AND DATA SOURCES

This report includes conferral of degrees and certificates from the California Community Colleges (CCC) and degrees from California State University (CSU), University of California (UC), and the independent colleges and universities that belong to the 75-member Association of Independent California Colleges and Universities (AICCU). The 4 types of postsecondary institutions are referred to as "segments." With the exceptions noted on specific tables, data for 4-year institutions are for the 1998-99 academic year. Data for the CCC are for the 1999-2000 academic year.

A review of web sites for 4-year postsecondary institutions identified degrees and certificates with emphases that directly prepare students for employment in human services. Data sources do not report degrees in identical fashion. In postsecondary education, degrees are earned in specific disciplines. Each discipline is combined with the required general education classes to comprise a major. Administratively, similar disciplines are grouped into divisions. Data are reported by individual institutions to the California Postsecondary Education Commission (CPEC). CSU data came from the CSU web site, which reported degrees conferred by major. The CPEC web site was the source for the UC system and those AICCU institutions that submitted data. It reported degree conferral data by division rather than by major (e.g., Health Professions & Related Sciences rather than Rehabilitation Counseling or Occupational Therapy). The Psychology major, however, was reported as a division, and thus Psychology data were obtained for all three 4-year segments: CSU, UC, and AICCU institutions.

Data on various degrees come from a variety of sources. CCC data were provided by the CCC Chancellor's Office Program Support Development Unit. Baccalaureate and master's level social work data are from a report published by the California Policy Research Center.¹ Occupational Therapy Assistant data are from the CCC Chancellor's Office (CCCCO) and personal contact. Occupational Therapist data from bachelor's and master's programs are from the CSU web site and personal contact. Rehabilitation Counseling data for master's programs are from the CSU web site; however, information from personal contact indicates the total is not accurate. Pre-licensure nursing program data, including student ethnicity, are from the California Board of Registered Nursing 1998-1999 Annual School Report.

Data for the following degrees for the 1999-2000 academic year were gathered via direct contact with the programs: Nurse Practitioner, Ph.D. Psychology (Clinical)/Psy.D., and

¹ Theriot, M. & Midgley, J. (February 9, 2001). New social workers: Current enrollment and graduation from accredited social work programs in California, *CPRC Briefing*. The California Policy Research Center, UC Berkeley.

M.D. Psychiatry. However, they are incomplete. Of 24 Nurse Practitioner programs, 15 reported; and of 16 Clinical Psychology programs, 9 reported. Data for Marriage and Family Therapy, School Psychology, School Counseling, and Community Counseling were not gathered.

Ethnicity data for four-year institutions are from the CPEC web site, which reports the data by division. Consequently, the overview of ethnicity among potential baccalaureate-level recruits into the mental health and social services fields is very general. CCC ethnicity data, which are complete, are from the CCCCO Program Support Development Unit, the same source as degree and certificate data.

RESULTS

Table 1 summarizes data reported in more detail in the body of the report using four categories. The degrees reported in this table were included because of their direct relevance to providing skills and knowledge needed for working in the mental health system. The first category, work-ready undergraduates, reports the number of students obtaining their baccalaureate degrees from CSU, UC, or AICCU institutions who would be ready to enter the human services workforce at the entry level. The preponderance of these graduates obtained baccalaureate degrees in psychology or social work. The second category, undergraduate “feeder” degrees, reports students obtaining baccalaureate degrees that would prepare them to enter graduate school for degrees needed to become licensed mental health professionals. These students could also seek entry-level positions in human services. Over 16,000 students obtained these “feeder” degrees. The last two categories, master’s degrees and doctoral degrees, report students training for mental health or other human service professions that could lead to licensure.

Table 2 reports that over 5,000 students obtained associate degrees and certificates related to human services occupations from community colleges in 1999-2000. The majority of these degrees were for registered nursing.

Table 1: Summary of Degrees Conferred by 4-Year Colleges and Universities, 1998-99

Degree	CSU	UC	AICCU	Total
Work-ready Undergraduates				
Psychology	3,975	3,037	1,654	8,666
B.S. Social Work	671	N/A	40	711
B.S. Occupational Therapy ²	121	N/A	N/A	N/A
Occupational Therapy Assistant ³	N/A	N/A	21	21
Rehabilitation Counseling	20	N/A	N/A	20
Undergraduate “feeder” degrees	6,904	6,509	3,084	16,497
Master’s Degrees				
M.S.W.	715	171	222	1,108
M.A. Rehabilitation Counseling ⁴	110	N/A	N/A	110
Nurse Practitioner ⁵	100	311	123	534
Occupational Therapy (O.T.R.) ⁶	121	N/A	70	191
Doctoral Degrees				
Ph.D. Clinical Psychology/Psy.D. ⁷	N/A	44	272	316
M.D. Psychiatry (Residency) ⁸	N/A	94	40	152

California Community Colleges**Table 2: Associate Degrees and Certificates Conferred by California Community Colleges, 1999-2000**

Division	Degrees and Certificates Conferred
Nursing – L.V.N. to R.N.	756
Nursing – R.N.	3,136
Psychiatric Technician	300
Social Work & Helping Services ⁹	477
Alcohol and Controlled Substances (A.C.S.) ¹⁰	476
Health Professions ¹¹	22
Occupational Therapy Assistant	27
Total	5,194

² 2 of 2 private programs did not respond.³ 1 of 3 private programs responded.⁴ This figure does not include graduates from the Interwork Institute, San Diego State University’s distance education program for current Department of Rehabilitation employees with baccalaureate degrees.⁵ 3 of 7 CSU programs reported; 5 of 6 UC programs.⁶ 1 of 3 private programs reported.⁷ 9 of 16 private universities responded.⁸ Data provided by UCSF Department of Psychiatry for 2000-01 academic year. Total includes 18 residencies sponsored by programs not affiliated with universities. Naval Medical Center not included since graduates stay in the military.⁹ Community Social Services; Human Services (Generalist; Counseling; Corrections and Criminal Justice; Family Abuse Specialist; Eating Disorder Studies; Victim Services; Employee Assistance Program).¹⁰ Includes 20 A.C.S. certificates conferred on students with a baccalaureate or higher degree.¹¹ Includes Pre-Medical Technology, Pre-Nursing, Pre-Occupational Therapy, Health Science, and Allied Health Science.

CSU System

CSU “Feeder” Degrees

“Feeder” degrees are baccalaureate degrees that are generally accepted as preparation for graduate level programs in Psychology, Social Work, Vocational Rehabilitation, Occupational Therapy, Gerontology, or Nursing. Potential “feeder” degrees include sociology, biological and life sciences, and Area Studies, which includes ethnic, cultural or gender-specific programs, such as African American, Asian American, Native American, American, Chicano/Chicana, Cross-cultural, Women’s, and Deaf Studies.

As shown in Table 3, approximately 7,000 CSU undergraduates received these degrees, forming a realistic pool of potential recruits. These students fall into the following categories:

- academically qualified to apply to graduate programs in the mental health professions but whose undergraduate degrees do not lead directly to mental health graduate programs;
- by the nature of their undergraduate degree, demonstrated an interest in the quality or nature of human life, society, and culture (e.g., general sociology; Area Studies) and who may be seeking immediate employment, further study in human services, or an initial career direction;
- able to speak relevant foreign languages fluently and potentially seeking immediate employment in a setting where the language can be used in a helping capacity; or
- academically prepared for nursing or medicine and, therefore, are potential recruits for graduate programs in psychiatric nursing and psychiatry.

Table 3: CSU “Feeder” Degrees by Major, 1998-99

Division	Degrees Conferred
Area Studies	292
Foreign Languages ¹²	517
Biological & Life Sciences	2,189
Health Professions	2,816
Sociology	1,090
Total	6,904

CSU Graduates and Undergraduates Prepared for Employment in the Mental Health System

Table 4 reports that approximately 5,800 students obtained baccalaureate degrees from CSU institutions in the 1998-99 academic year that could prepare them for entry-level positions in the mental health system or other human services. Most of these degrees are in psychology. Table 5 indicates that approximately 2,800 students obtained graduate degrees from the CSU system that provide advanced training for working in the mental health system. Some of these degrees, such as MSWs, nurse practitioners, and occupational therapy, can lead to licensure.

¹² Includes 430 Spanish majors as well as Russian and Chinese majors.

Table 4: CSU Undergraduate Degrees by Major, 1998-99

Major	Degrees Conferred
Psychology	3,975
Bachelor of Social Work	671
Occupational Therapy	121
Rehabilitation Counseling	20
Human Development	322
Sociology (Human Services Concentration)	354
Gerontology	26
Behavioral Science	125
Human Services	205
Total	5,819

Table 5: CSU Graduate Degrees by Major, 1998-99

Major	Degrees Conferred
Counseling and Guidance	725
Nursing	412
Public Health and Social Work	4
MSW	715
Rehabilitation Counseling	110
Occupational Therapy	121
Nurse Practitioner	100
MFCC ¹³	17
Behavioral Science ¹⁴	140
Gerontology	33
Psychology ¹⁵	377
Social Science/Social & Behavioral Science	28
Total	2,782

UC System

Table 6 reports on undergraduate degrees that could prepare students for entry-level positions in the mental health system, such as psychology. Approximately 3,000 students obtained degrees in psychology. The remaining 6,509 students obtained degrees classified in this report as “feeder” degrees. Students obtaining these degrees could apply for graduate programs training mental health professionals, or they could apply for entry-level positions in the mental health system. Tables 6 and 7 report on the number of master’s degrees and doctoral degrees conferred by UC institutions, most of which could lead to licensure as a mental health professional.

¹³ Represents only CSU Dominguez Hills.

¹⁴ The M.A. in Behavioral Science at CSU Dominguez Hills offers a Gerontology Option and a Negotiation and Conflict Management Option, which includes a specialization in Family and Community Conflict.

¹⁵ CPEC reports 518.

Table 6: UC Undergraduate Degrees by Discipline Division, 1998-99

Division	Degrees Conferred
Area, Ethnic & Cultural Studies	717
Foreign Languages & Literature	664
Biological/ Life Sciences	4,983
Health Professions & Related Sciences	145
Psychology	3,037
Total	9,546

Table 7: UC Graduate Degrees by Discipline Division, 1998-99

Division	Degrees Conferred
M.S.W.	171
Psychology	65
Nurse Practitioner	311
Health Professions & Related Sciences	681
Biological/ Life Sciences	251
Total	1,479

Table 8: UC Doctoral Degrees by Discipline Division, 1998-1999

Division	Degrees Conferred
Psychology (Clinical)/Psy.D.	44
Health Professions & Related Sciences	118
Biological/Life Sciences	463
Psychiatry	94
Total	719

Independent Colleges and Universities (AICCU only)

Students obtaining baccalaureate degrees from independent colleges and universities affiliated with AICCU are reported in Table 9. Approximately 1,700 of these students obtained the degrees in psychology, occupation therapy, or social work. They could apply for entry-level positions in the mental health system. The remaining 3,084 are classified as students obtaining “feeder” degrees. Tables 10 and 11 report on master’s degrees and doctoral degrees related to human services professions conferred by these independent colleges and universities.

Table 9: AICCU Undergraduate Degrees by Discipline Division, 1998-99

Division	Degrees Conferred
Area, Ethnic & Cultural Studies	188
Foreign Languages & Literature	258
Biological Sciences/Life Sciences	1315
Psychology	1654
Health Professions & Related Sciences	1323
Occupational Therapy Assistant	21
Social Work ¹⁶	40
Total	4,799

Table 10: AICCU Masters Degrees by Discipline Division, 1998-99

Division	Degrees Conferred
Biological Sciences/Life Sciences	106
Psychology	1459
M.S.W.	222
Occupational Therapy	70
Nurse Practitioner	123
Health Professions & Related Sciences	1323
Total	3,303

Table 11: AICCU Doctoral Degrees by Discipline Division, 1998-99

Division	Degrees Conferred
Biological Sciences/Life Sciences	142
Psychology (Clinical)/Psy.D.	272
Health Professions & Related Sciences	105
M.D. Psychiatry (Residency)	40
Total	559

Nursing Programs in All Postsecondary Education Institutions

No single source of data for nursing programs is available; consequently, data are incomplete. In the previous tables, Health Professions and Related Sciences were included to capture nursing programs. The data in this report regarding nursing program graduates does not completely reflect the number of nurses and assistant or technician-level nurses graduating from California's postsecondary system. Nursing programs may be found in academic and non-academic settings. A total of 94 nursing programs in academic settings serve first-time nursing students, providing training in pre-nursing and for becoming a psychiatric technician or nursing assistant. Academic institutions may offer degree-granting programs as well as courses that qualify students for licensing exams. Data in Table 12 reflect degree-granting programs in California's higher education system. Table 13 provides data for community college programs that prepare nurses and nursing students for licensing exams. Finally, programs are also available that move licensed nurses into higher-level

¹⁶ Includes 8 graduates from a non-AICCU member. Data are from UC Berkeley study.

academic degrees. Data were not available for graduates from 4 CSU institutions, 5 private institutions, and 1 UC institution that offer programs in which registered nurses can obtain a bachelor's degree in nursing.

Table 12: Nursing Pre-Licensure Completions (First-Time Students), All Segments, August 1998-July, 1999

Degree	Total
Pre-Licensure Associate Degree in Nursing (ADN)	3,556
Pre-Licensure Bachelor's Degree in Nursing (BSN)	1,447
Pre-Licensure Entry-Level Master's Degree in Nursing (ELM)	35

Table 13: Nursing Certificates Conferred by California Community Colleges, 1999-2000 Academic Year

Division	Degrees and Certificates Conferred
Nursing – L.V.N. to R.N.	756
Nursing – R.N.	3,136
Psychiatric Technician	300

Ethnic Diversity

Figure 1 summarizes the data on ethnicity of students in postsecondary institutions contained in Tables 14-22. It reveals that community colleges and undergraduate programs have the most ethnically diverse graduates. In community colleges, 49 percent of the graduates are non-White with Latinos having the highest representation at 19 percent. In the CSU system, non-White students comprise 44 percent of the graduates with Latinos also having the highest representation at 19 percent. Of undergraduate programs, the UC system actually has the highest proportion of non-white graduates at 54 percent. Asians comprise 32 percent of the graduates from UC undergraduate programs. At AICCU campuses, 38 percent of the graduates are non-White with Asians and Latinos having the highest representation.

With master's and doctoral programs, the proportion of graduates who are non-White drops to approximately 30 percent or less for all segments. In the CSU system, Asians and Latinos each represent approximately 10 percent of the graduates. Among non-Whites in the UC system, Asians obtain the highest proportion of graduate degrees, approximately 15 percent. The same pattern holds true for AICCU institutions.

Table 23 reports the ethnicity of students obtaining associate degrees, bachelor's degrees, and advanced degrees in nursing. These data do not reflect the number of these students who actually obtain licensure as nurses. The ethnicity pattern for graduates of nursing programs is similar to that reported for other degrees. Students obtaining associate degrees are the most ethnically diverse with 49 percent of students reported as non-White; Hispanics comprise 17 percent of students obtaining these associate degrees. At the bachelor's degree level, the proportion of non-Whites increases slightly to 54 percent with Asians having the highest percentage among ethnic groups. At the master's level, the proportion of non-White graduates decreases to 23 percent.

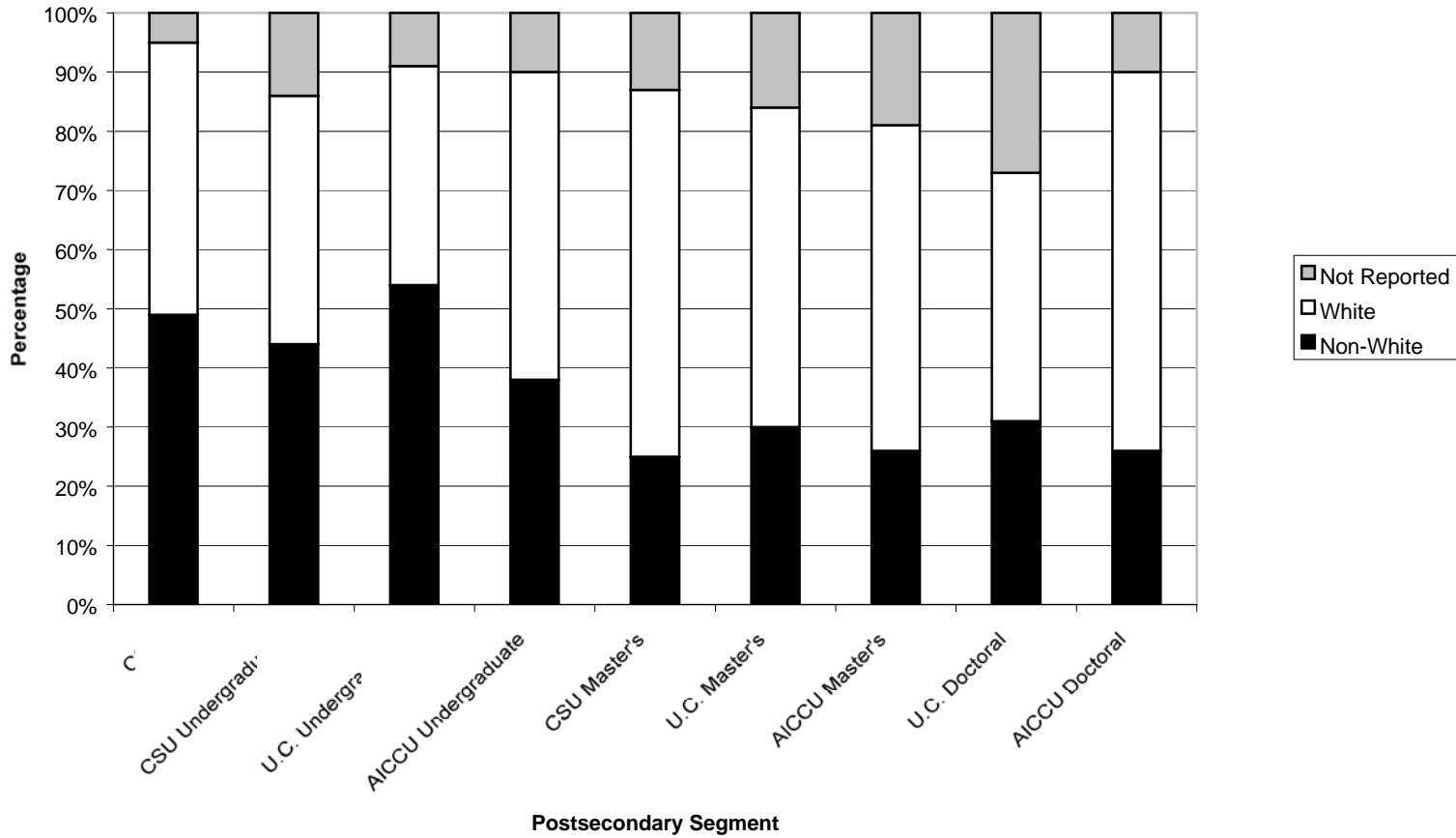


Figure 1: Comparison of Ethnicity across Postsecondary Segments by Type of Degree

Table 14: California Community College Degrees and Certificates by Ethnicity, 1999-00

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Nursing – RN	251	8%	282	9%	342	11%	550	18%	33	1%	1,458	46%	1,509	48%	169	5%	3,136
Nursing – LVN to RN	43	6%	110	15%	121	16%	140	19%	6	1%	420	56%	297	39%	39	5%	756
Psychiatric Technician	30	10%	58	19%	36	12%	46	15%	3	1%	173	58%	118	39%	9	3%	300
Social Work	19	4%	79	17%	11	2%	146	31%	7	1%	262	55%	196	41%	19	4%	477
Alcohol & Controlled Substances	9	2%	94	20%	8	2%	70	15%	17	4%	198	42%	251	53%	27	6%	476
Health Professions	3	14%	6	27%	3	14%	6	27%	0	0%	18	82%	3	14%	1	5%	22
Total	355	7%	629	12%	521	10%	958	19%	66	1%	2,529	49%	2,374	46%	264	5%	5,167

Table 15: CSU Undergraduate Degrees by Discipline Division and Ethnic Group, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Area, Ethnic & Cultural Studies	22	7%	63	20%	6	2%	126	41%	2	1%	219	71%	57	18%	34	11%	310
Foreign Languages & Literature	47	6%	13	2%	5	1%	340	47%	8	1%	413	57%	194	27%	123	17%	730
Biological Sciences/ Life Sciences	425	19%	79	4%	143	7%	279	13%	25	1%	951	43%	918	42%	320	15%	2,189
Psychology	294	7%	259	7%	162	4%	836	21%	47	1%	1,598	40%	1,840	46%	542	14%	3,980
Health Prof. & Related Sciences	411	15%	174	6%	278	10%	372	13%	27	1%	1,262	45%	1,233	44%	321	11%	2,816
Total	1,199	12%	588	6%	594	10%	1,953	19%	109	1%	4,443	44%	4,242	42%	1,340	13%	10,025

Table 16: CSU Master's Degrees by Discipline Division and Ethnic Group, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Psychology	30	6%	33	6%	8	2%	51	10%	4	1%	126	24%
Health Prof. and Related Sciences	120	10%	61	5%	30	3%	88	8%	9	1%	308	27%
Biological Sciences/ Life Sciences	17	8%	2	1%	5	2%	12	5%	1	0%	37	17%
Total	167	9%	96	5%	43	2%	151	8%	14	1%	471	25%

Table 17: UC Undergraduate Degrees by Discipline Division by Ethnicity, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Area, Ethnic & Cultural Studies	151	21%	61	9%	37	5%	164	23%	10	1%	423	59%	240	33%	54	8%	717
Foreign Languages & Literature	100	15%	15	2%	10	2%	187	28%	5	1%	317	48%	267	40%	80	12%	664
Biological Sciences/ Life Sciences	1,941	39%	94	2%	278	6%	398	8%	22	0.4%	2,733	55%	1,676	34%	574	12%	4,983
Psychology	786	26%	112	4%	141	5%	480	16%	39	1%	1,558	51%	1,274	42%	205	7%	3,037
Health Prof. & Related Sciences	65	45%	3	2%	3	2%	14	10%	1	1%	86	59%	53	37%	6	4%	145
Total	3,043	32%	285	3%	469	5%	1,243	13%	77	1%	5,117	54%	3,510	37%	919	10%	9,546

Table 18: UC Master's Degrees by Discipline Division by Ethnicity, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Biological Sciences/ Life Sciences	40	16%	5	2%	5	2%	11	4%	1	0.4%	62	25%	134	53%	55	22%	251
Psychology	5	8%	2	3%	0	0%	9	14%	0	0%	16	25%	42	65%	7	11%	65
Health Prof. & Related Sciences	116	17%	23	3%	24	4%	50	7%	8	1%	221	32%	367	54%	93	14%	681
Total	161	16%	30	3%	29	3%	70	7%	9	1%	299	30%	543	54%	155	16%	997

Table 19: U.C. Doctoral Degrees by Discipline Division by Ethnicity, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Biological Sciences/ Life Sciences	57	12%	9	2%	3	1%	25	5%	2	0.4%	96	21%	275	59%	92	20%	463
Psychology	4	4%	4	4%	2	2%	10	10%	1	1.0%	21	21%	69	70%	8	8%	98
Health Prof. & Related Sciences	11	9%	5	4%	0	0%	7	6%	2	2%	25	21%	77	65%	16	14%	118
Doctor of Medicine	113	21%	40	7%	9	2%	69	13%	3	0.5%	234	43%	92	17%	222	41%	548
Total	185	15%	58	5%	14	1%	111	9%	8	0.7%	376	31%	513	42%	338	28%	1,227

Table 20: AICCU Undergraduate Degrees by Discipline Division by Ethnicity, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Area, Ethnic & Cultural Studies	43	23%	14	7%	0	0%	32	17%	1	1%	90	48%	71	38%	27	14%	188
Foreign Language	21	8%	10	4%	0	0%	76	29%	1	0.4%	108	42%	123	48%	27	10%	258
Biological Sciences/ Life Sciences	244	19%	50	4%	0	0%	135	10%	4	0.3%	433	33%	662	50%	220	17%	1,315
Psychology	168	10%	137	8%	0	0%	253	15%	19	1%	577	35%	964	58%	113	7%	1,654
Health Prof. & Related Sciences	312	24%	89	7%	0	0%	164	12%	5	0.4%	570	43%	663	50%	90	7%	1,323
Total	788	17%	300	6%	0	0%	660	14%	30	1%	1,778	38%	2,483	52%	477	10%	4,738

Table 21: AICCU Master's Degrees by Ethnicity, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Biological Sciences/ Life Sciences	24	23%	2	2%	0	0%	6	6%	0	0%	32	30%	50	47%	24	23%	106
Psychology	110	8%	87	6%	0	0%	113	8%	17	1%	327	22%	950	65%	182	12%	1,459
MSW (Ethnicity not available)															222	100%	222
Health Prof. & Related Sciences	328	24%	47	3%	0	0%	63	5%	7	1%	445	33%	715	53%	189	14%	1,349
Total	462	15%	136	4%	0	0%	182	6%	24	1%	804	26%	1,715	55%	617	20%	3,136

Table 22: AICCU Doctoral Degrees by Ethnicity, 1998-99

Division	Asian		African American		Filipino		Latino		Native American		Total Non-White		White		Ethnicity Not Reported		Grand Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Biological Sciences/ Life Sciences	19	13%	1	1%	0	0%	4	3%	0	0%	24	17%	81	57%	37	26%	142
Psychology	50	7%	34	5%	0	0%	50	7%	11	2%	145	20%	506	71%	59	8%	710
Health Prof. & Related Sciences	16	15%	2	2%	0	0%	7	7%	1	1%	26	25%	67	64%	12	11%	105
Doctor of Medicine	97	24%	18	5%	0	0%	41	10%	4	1%	160	40%	213	53%	26	7%	399
Total	182	13%	55	4%	0	0%	102	8%	16	1%	355	26%	867	64%	134	10%	1,356

Table 23: Nursing Pre-Licensure Completions by Ethnicity, All Segments, August 1998-July 1999

Program	White	Asian	Hispanic	African American	Native American	Filipino	Other/ Unknown
Associate Degree in Nursing	51%	7%	17%	8%	1%	11%	0%
Bachelor's Degree in Nursing	46%	23%	10%	5%	1%	6%	8%
Entry Level Master's	77%	14%	3%	0%	0%	6%	0%