

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Professor (Tenured/Tenure-Track)									
Female									
Black	18	25	26	27	28	29	26	28	26
Hispanic-Latino	14	20	20	20	21	22	22	21	24
Native American	1	2	2	2	2	2	2	3	3
Native Hawaiian/Pacific Islander		1	1	1	1	2	2	2	2
Asian	25	29	33	36	36	39	45	51	54
Two or More	4	4	3	4	3	3	4	4	4
Total Minority	62	81	85	90	91	97	101	109	113
White	284	294	319	329	323	343	355	357	364
Unknown	2	2	3	3	3	3	4	4	3
International	3	5	2	2	1	1	1	1	2
Total Female	351	382	409	424	418	444	461	471	482
% Minority (excl. International)	18%	21%	21%	21%	22%	22%	22%	23%	24%
Male									
Black	45	42	44	41	40	37	35	38	37
Hispanic-Latino	23	25	26	28	30	32	32	34	37
Native American	4	4	4	5	5	5	6	5	3
Native Hawaiian/Pacific Islander		1	1	1	1	1	1	1	0
Asian	115	123	128	137	146	149	162	169	182
Two or More	5	5	7	7	8	8	9	11	13
Total Minority	192	200	210	219	230	232	245	258	272
White	964	975	980	991	986	985	983	978	975
Unknown	7	7	7	6	6	6	8	8	9
International	13	14	9	6	7	7	8	7	5
Total Male	1,176	1,196	1,206	1,222	1,229	1,230	1,244	1,251	1,261
% Minority (excl. International)	17%	17%	18%	18%	19%	19%	20%	21%	22%
Total									
Black	63	67	70	68	68	66	61	66	63
Hispanic-Latino	37	45	46	48	51	54	54	55	61
Native American	5	6	6	7	7	7	8	8	6
Native Hawaiian/Pacific Islander	0	2	2	2	2	3	3	3	2
Asian	140	152	161	173	182	188	207	220	236
Two or More	9	9	10	11	11	11	13	15	17
Total Minority	254	281	295	309	321	329	346	367	385
White	1,248	1,269	1,299	1,320	1,309	1,328	1,338	1,335	1,339
Unknown	9	9	10	9	9	9	12	12	12
International	16	19	11	8	8	8	9	8	7
Total	1,527	1,578	1,615	1,646	1,647	1,674	1,705	1,722	1,743
% Minority (excl. International)	17%	18%	18%	19%	20%	20%	20%	21%	22%
% Female	23%	24%	25%	26%	25%	27%	27%	27%	28%
% Male	77%	76%	75%	74%	75%	73%	73%	73%	72%

Source: Human Resource Snapshot data set as of November 1 of each year.

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	2010	2011	2012	2013	2014	2015	2016	2017	2018
Associate Professor (Tenured/Tenure-Track)									
Female									
Black	23	15	11	11	11	13	12	12	12
Hispanic-Latino	14	11	16	17	17	15	17	18	15
Native American	2	1	1	1	2	2	2	1	1
Native Hawaiian/Pacific Islander	2	1	1	1	1	0	0	0	0
Asian	38	39	41	38	42	44	46	46	46
Two or More	3	4	4	2	3	3	1	4	4
Total Minority	82	71	74	70	76	77	78	81	78
White	184	188	184	204	207	196	204	207	217
Unknown	1	1	0	0	0	0	2	2	3
International	10	9	5	2	1	1	0	0	1
Total Female	277	269	263	276	284	274	284	290	299
% Minority (excl. International)	31%	27%	29%	26%	27%	28%	27%	28%	26%
Male									
Black	19	21	23	22	21	24	25	26	25
Hispanic-Latino	24	26	24	24	23	21	22	24	22
Native American	2	4	4	3	3	3	2	2	2
Native Hawaiian/Pacific Islander	2	1	0	0	0	0	0	0	0
Asian	69	72	83	79	81	87	86	104	106
Two or More	5	5	5	7	7	9	8	8	8
Total Minority	121	129	139	135	135	144	143	164	163
White	330	326	326	323	325	319	313	309	298
Unknown	3	2	3	2	2	4	4	4	4
International	13	16	6	3	4	2	3	2	3
Total Male	467	473	474	463	466	469	463	479	468
% Minority (excl. International)	27%	28%	30%	29%	29%	31%	31%	34%	35%
Total									
Black	42	36	34	33	32	37	37	38	37
Hispanic-Latino	38	37	40	41	40	36	39	42	37
Native American	4	5	5	4	5	5	4	3	3
Native Hawaiian/Pacific Islander	4	2	1	1	1	0	0	0	0
Asian	107	111	124	117	123	131	132	150	152
Two or More	8	9	9	9	10	12	9	12	12
Total Minority	203	200	213	205	211	221	221	245	241
White	514	514	510	527	532	515	517	516	515
Unknown	4	3	3	2	2	4	6	6	7
International	23	25	11	5	5	3	3	2	4
Total	744	742	737	739	750	743	747	769	767
% Minority (excl. International)	28%	28%	29%	28%	28%	30%	30%	32%	32%
% Female	37%	36%	36%	37%	38%	37%	38%	38%	39%
% Male	63%	64%	64%	63%	62%	63%	62%	62%	61%

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Assistant Professor (Tenured/Tenure-Track)									
Female									
Black	13	12	13	10	12	14	20	21	24
Hispanic-Latino	7	9	9	13	12	14	9	9	10
Native American	1	1	1	1	0	0	0	0	1
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	28	30	36	45	53	58	55	58	59
Two or More	1	2	2	3	2	3	4	5	8
Total Minority	50	54	61	72	79	89	88	93	102
White	148	156	177	165	165	185	184	182	177
Unknown	1	2	3	5	7	9	9	8	8
International	42	39	26	19	20	19	23	28	28
Total Female	241	251	267	261	271	302	304	311	315
% Minority (excl. International)	25%	25%	25%	30%	31%	31%	31%	33%	36%
Male									
Black	15	17	15	18	18	17	19	17	15
Hispanic-Latino	18	17	18	17	15	17	15	14	14
Native American	1	0	0	0	0	1	1	1	1
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	72	80	86	93	89	85	81	69	63
Two or More	3	5	8	7	6	5	7	7	8
Total Minority	109	119	127	135	128	125	123	108	101
White	235	228	231	233	219	212	216	225	218
Unknown	6	5	5	7	9	8	8	7	7
International	53	56	46	37	27	31	28	29	35
Total Male	403	408	409	412	383	376	375	369	361
% Minority (excl. International)	31%	34%	35%	36%	36%	36%	35%	32%	31%
Total									
Black	28	29	28	28	30	31	39	38	39
Hispanic-Latino	25	26	27	30	27	31	24	23	24
Native American	2	1	1	1	0	1	1	1	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	100	110	122	138	142	143	136	127	122
Two or More	4	7	10	10	8	8	11	12	16
Total Minority	159	173	188	207	207	214	211	201	203
White	383	384	408	398	384	397	400	407	395
Unknown	7	7	8	12	16	17	17	15	15
International	95	95	72	56	47	50	51	57	63
Total	644	659	676	673	654	678	679	680	676
% Minority (excl. International)	29%	31%	31%	34%	34%	34%	34%	32%	33%
% Female	37%	38%	39%	39%	41%	45%	45%	46%	47%
% Male	63%	62%	61%	61%	59%	55%	55%	54%	53%

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Instructor (Tenured/Tenure-Track)									
Female									
Black	0	0	0	0	0	0	0	0	0
Hispanic-Latino	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0
White	3	2	1	1	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0	0
Total Female	3	2	1	1	0	0	0	0	0
% Minority (excl. International)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Male									
Black	0	0	0	0	0	0	0	0	0
Hispanic-Latino	1	1	0	0	0	1	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	1	1	0	0	0	1	0	0	0
White	3	1	0	0	0	0	0	1	0
Unknown	0	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0	0
Total Male	4	2	0	0	0	1	0	1	0
% Minority (excl. International)	25%	50%	0%	0%	0%	100%	0%	0%	0%
Total									
Black	0	0	0	0	0	0	0	0	0
Hispanic-Latino	1	1	0	0	0	1	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	1	1	0	0	0	1	0	0	0
White	6	3	1	1	0	0	0	1	0
Unknown	0	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0	0
Total	7	4	1	1	0	1	0	1	0
% Minority (excl. International)	14%	25%	0%	0%	0%	100%	0%	0%	0%
% Female	43%	50%	100%	100%	0%	0%	0%	0%	0%
% Male	57%	50%	0%	0%	0%	100%	0%	100%	0%

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Total Tenured/Tenure-Track Faculty									
Female									
Black	54	52	50	48	51	56	58	61	62
Hispanic-Latino	35	40	45	50	50	51	48	48	49
Native American	4	4	4	4	4	4	4	4	5
Native Hawaiian/Pacific Islander	2	2	2	2	2	2	2	2	2
Asian	91	98	110	119	131	141	146	155	159
Two or More	8	10	9	9	8	9	9	13	16
Total Minority	194	206	220	232	246	263	267	283	293
White	619	640	681	699	695	724	743	746	758
Unknown	4	5	6	8	10	12	15	14	14
International	55	53	33	23	22	21	24	29	31
Total Female	872	904	940	962	973	1,020	1,049	1,072	1,096
% Minority (excl. International)	24%	24%	24%	25%	26%	26%	26%	27%	28%
Male									
Black	79	80	82	81	79	78	79	81	77
Hispanic-Latino	66	69	68	69	68	71	69	72	73
Native American	7	8	8	8	8	9	9	8	6
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	1	0
Asian	256	275	297	309	316	321	329	342	351
Two or More	13	15	20	21	21	22	24	26	29
Total Minority	423	449	476	489	493	502	511	530	536
White	1,532	1,530	1,537	1,547	1,530	1,516	1,512	1,513	1,491
Unknown	16	14	15	15	17	18	20	19	20
International	79	86	61	46	38	40	39	38	43
Total Male	2,050	2,079	2,089	2,097	2,078	2,076	2,082	2,100	2,090
% Minority (excl. International)	21%	23%	23%	24%	24%	25%	25%	26%	26%
Total									
Black	133	132	132	129	130	134	137	142	139
Hispanic-Latino	101	109	113	119	118	122	117	120	122
Native American	11	12	12	12	12	13	13	12	11
Native Hawaiian/Pacific Islander	4	4	3	3	3	3	3	3	2
Asian	347	373	407	428	447	462	475	497	510
Two or More	21	25	29	30	29	31	33	39	45
Total Minority	617	655	696	721	739	765	778	813	829
White	2,151	2,170	2,218	2,246	2,225	2,240	2,255	2,259	2,249
Unknown	20	19	21	23	27	30	35	33	34
International	134	139	94	69	60	61	63	67	74
Total	2,922	2,983	3,029	3,059	3,051	3,096	3,131	3,172	3,186
% Minority (excl. International)	22%	23%	24%	24%	25%	25%	25%	26%	27%
% Female	30%	30%	31%	31%	32%	33%	34%	34%	34%
% Male	70%	70%	69%	69%	68%	67%	66%	66%	66%

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	2010	2011	2012	2013	2014	2015	2016	2017	2018
Regular Instructional Not on Tenure-Track (All Ranks)									
Female									
Black	2	2	2	2	3	3	2	2	1
Hispanic-Latino	2	0	0	0	1	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	5	2	1	0	0	0	0	1	1
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	9	4	3	2	4	3	2	3	2
White	21	15	11	10	10	10	11	10	13
Unknown	0	0	0	1	1	1	0	0	0
International	4	3	3	4	6	13	13	13	11
Total Female	34	22	17	17	21	27	26	26	26
% Minority (excl. International)	30%	21%	21%	15%	27%	21%	15%	23%	13%
Male									
Black	2	2	1	1	1	1	3	3	3
Hispanic-Latino	2	1	2	3	1	4	2	3	1
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	3	0
Asian	6	3	3	3	0	2	3	1	2
Two or More	1	1	0	0	0	0	1	0	1
Total Minority	11	7	6	7	2	7	9	10	7
White	45	47	45	42	34	34	30	25	27
Unknown	1		1	1	2	2	2	1	0
International	15	12	12	13	18	24	26	27	28
Total Male	72	66	64	63	56	67	67	63	62
% Minority (excl. International)	19%	13%	12%	14%	5%	16%	22%	28%	21%
Total									
Black	4	4	3	3	4	4	5	5	4
Hispanic-Latino	4	1	2	3	2	4	2	3	1
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	3	0
Asian	11	5	4	3	0	2	3	2	3
Two or More	1	1	0	0	0	0	1	0	1
Total Minority	20	11	9	9	6	10	11	13	9
White	66	62	56	52	44	44	41	35	40
Unknown	1	0	1	2	3	3	2	1	0
International	19	15	15	17	24	37	39	40	39
Total	106	88	81	80	77	94	93	89	88
% Minority (excl. International)	23%	15%	14%	14%	11%	18%	20%	27%	18%
% Female	32%	25%	21%	21%	27%	29%	28%	29%	30%
% Male	68%	75%	79%	79%	73%	71%	72%	71%	70%

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Lecturer (excludes Adjunct)									
Female									
Black	12	10	9	14	10	11	17	19	27
Hispanic-Latino	24	23	28	27	29	25	30	28	33
Native American	1	1	1	1	2	1	2	2	2
Native Hawaiian/Pacific Islander	1	1	0	1	1	0	0	0	0
Asian	31	26	27	33	29	35	37	34	35
Two or More	7	8	9	6	7	11	9	8	10
Total Minority	76	69	74	82	78	83	95	91	107
White	367	350	357	348	349	360	411	411	389
Unknown	3	3	5	8	6	8	9	11	10
International	25	21	23	24	30	23	24	20	20
Total Female	471	443	459	462	463	474	539	533	526
% Minority (excl. International)	17%	16%	17%	19%	18%	18%	18%	18%	21%
Male									
Black	15	14	16	19	18	18	17	22	24
Hispanic-Latino	9	11	12	12	10	16	16	16	14
Native American	2	3	3	2	2	2	2	2	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	12	12	16	9	11	15	15	18	22
Two or More	5	3	4	4	4	3	5	4	6
Total Minority	43	43	51	46	45	54	55	62	68
White	279	291	290	294	304	313	335	322	355
Unknown	4	3	4	3	9	9	9	9	11
International	30	26	19	20	21	21	22	19	23
Total Male	356	363	364	363	379	397	421	412	457
% Minority (excl. International)	13%	13%	15%	13%	13%	14%	14%	16%	16%
Total									
Black	27	24	25	33	28	29	34	41	51
Hispanic-Latino	33	34	40	39	39	41	46	44	47
Native American	3	4	4	3	4	3	4	4	4
Native Hawaiian/Pacific Islander	1	1	0	1	1	0	0	0	0
Asian	43	38	43	42	40	50	52	52	57
Two or More	12	11	13	10	11	14	14	12	16
Total Minority	119	112	125	128	123	137	150	153	175
White	646	641	647	642	653	673	746	733	744
Unknown	7	6	9	11	15	17	18	20	21
International	55	47	42	44	51	44	46	39	43
Total	827	806	823	825	842	871	960	945	983
% Minority (excl. International)	15%	15%	16%	16%	16%	17%	16%	17%	19%
% Female	57%	55%	56%	56%	55%	54%	56%	56%	54%
% Male	43%	45%	44%	44%	45%	46%	44%	44%	46%

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Total Regular Instructional Faculty (Tenured, Tenure-Track, Regular Not on Tenure-Track, Lecturer)									
Female									
Black	68	64	61	64	64	70	77	82	90
Hispanic-Latino	61	63	73	77	80	76	78	76	82
Native American	5	5	5	5	6	5	6	6	7
Native Hawaiian/Pacific Islander	3	3	2	3	3	2	2	2	2
Asian	127	126	138	152	160	176	183	190	195
Two or More	15	18	18	15	15	20	18	21	26
Total Minority	279	279	297	316	328	349	364	377	402
White	1,007	1,005	1,049	1,057	1,054	1,094	1,165	1,167	1,160
Unknown	7	8	11	17	17	21	24	25	24
International	84	77	59	51	58	57	61	62	62
Total Female	1,377	1,369	1,416	1,441	1,457	1,521	1,614	1,631	1,648
% Minority (excl. International)	22%	22%	22%	23%	23%	24%	23%	24%	25%
Male									
Black	96	96	99	101	98	97	99	106	104
Hispanic-Latino	77	81	82	84	79	91	87	91	88
Native American	9	11	11	10	10	11	11	10	8
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	4	0
Asian	274	290	316	321	327	338	347	361	375
Two or More	19	19	24	25	25	25	30	30	36
Total Minority	477	499	533	542	540	563	575	602	611
White	1,856	1,868	1,872	1,883	1,868	1,863	1,877	1,860	1,873
Unknown	21	17	20	19	28	29	31	29	31
International	124	124	92	79	77	85	87	84	94
Total Male	2,478	2,508	2,517	2,523	2,513	2,540	2,570	2,575	2,609
% Minority (excl. International)	20%	21%	22%	22%	22%	23%	23%	24%	24%
Total									
Black	164	160	160	165	162	167	176	188	194
Hispanic-Latino	138	144	155	161	159	167	165	167	170
Native American	14	16	16	15	16	16	17	16	15
Native Hawaiian/Pacific Islander	5	5	3	4	4	3	3	6	2
Asian	401	416	454	473	487	514	530	551	570
Two or More	34	37	42	40	40	45	48	51	62
Total Minority	756	778	830	858	868	912	939	979	1,013
White	2,863	2,873	2,921	2,940	2,922	2,957	3,042	3,027	3,033
Unknown	28	25	31	36	45	50	55	54	55
International	208	201	151	130	135	142	148	146	156
Total	3,855	3,877	3,933	3,964	3,970	4,061	4,184	4,206	4,257
% Minority (excl. International)	21%	21%	22%	22%	23%	23%	23%	24%	25%
% Female	36%	35%	36%	36%	37%	37%	39%	39%	39%
% Male	64%	65%	64%	64%	63%	63%	61%	61%	61%

Source: Human Resource Snapshot data set as of November 1 of each year.

These counts exclude adjunct, clinical, and visiting titles.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Regular Clinical Instructional Faculty (All Ranks)									
Female									
Black	27	25	31	33	35	41	38	41	47
Hispanic-Latino	20	21	30	35	35	35	33	34	42
Native American	2	2	2	4	3	3	3	3	4
Native Hawaiian/Pacific Islander	0	0	1	0	0	0	0	0	0
Asian	111	130	130	140	150	162	174	193	205
Two or More	16	18	19	19	17	17	21	19	22
Total Minority	176	196	213	231	240	258	269	290	320
White	463	518	544	580	609	654	685	719	784
Unknown	8	11	8	9	13	14	16	14	17
International	18	20	17	18	14	16	13	11	13
Total Female	665	745	782	838	876	942	983	1,034	1,134
% Minority (excl. International)	27%	27%	28%	28%	28%	28%	28%	28%	29%
Male									
Black	16	20	24	25	26	26	28	32	36
Hispanic-Latino	12	17	18	16	22	20	16	15	17
Native American	1	1	1	1	2	1	1	1	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	100	103	113	112	130	145	156	157	170
Two or More	5	6	5	5	6	7	8	9	12
Total Minority	134	147	161	159	186	199	209	214	237
White	455	482	515	532	556	607	613	640	684
Unknown	15	16	19	19	18	19	20	18	20
International	46	35	30	35	20	25	17	19	20
Total Male	650	680	725	745	780	850	859	891	961
% Minority (excl. International)	22%	23%	23%	22%	24%	24%	25%	25%	25%
Total									
Black	43	45	55	58	61	67	66	73	83
Hispanic-Latino	32	38	48	51	57	55	49	49	59
Native American	3	3	3	5	5	4	4	4	6
Native Hawaiian/Pacific Islander	0	0	1	0	0	0	0	0	0
Asian	211	233	243	252	280	307	330	350	375
Two or More	21	24	24	24	23	24	29	28	34
Total Minority	310	343	374	390	426	457	478	504	557
White	918	1,000	1,059	1,112	1,165	1,261	1,298	1,359	1,468
Unknown	23	27	27	28	31	33	36	32	37
International	64	55	47	53	34	41	30	30	33
Total	1,315	1,425	1,507	1,583	1,656	1,792	1,842	1,925	2,095
% Minority (excl. International)	25%	25%	26%	25%	26%	26%	26%	27%	27%
% Female	51%	52%	52%	53%	53%	53%	53%	54%	54%
% Male	49%	48%	48%	47%	47%	47%	47%	46%	46%

Source: Human Resource Snapshot data set as of November 1 of each year.

These counts exclude adjunct and visiting titles.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Primary Faculty (All Titles and Ranks)									
Female									
Black	6	7	8	5	3	3	4	5	4
Hispanic-Latino	6	8	14	15	12	11	10	10	8
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	1	1	1	1	1	1	1	1
Asian	70	68	73	70	70	75	84	82	87
Two or More	9	7	6	7	8	6	5	7	9
Total Minority	92	91	102	98	94	96	104	105	109
White	257	259	269	258	251	240	245	255	256
Unknown	2	2	2	4	6	6	6	5	4
International	35	35	39	35	33	24	25	24	31
Total Female	386	387	412	395	384	366	380	389	400
% Minority (excl. International)	26%	26%	27%	27%	27%	28%	29%	29%	30%
Male									
Black	5	6	7	7	9	9	8	8	7
Hispanic-Latino	16	17	17	19	19	20	22	25	25
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	101	109	128	120	127	132	135	124	122
Two or More	6	4	5	4	5	5	4	4	3
Total Minority	128	136	157	150	160	166	169	161	157
White	263	267	282	280	274	277	274	270	269
Unknown	2	1	1	2	4	2	2	2	2
International	72	77	65	57	52	61	67	69	79
Total Male	465	481	505	489	490	506	512	502	507
% Minority (excl. International)	33%	34%	36%	35%	37%	37%	38%	37%	37%
Total									
Black	11	13	15	12	12	12	12	13	11
Hispanic-Latino	22	25	31	34	31	31	32	35	33
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	1	1	1	1	1	1	1	1
Asian	171	177	201	190	197	207	219	206	209
Two or More	15	11	11	11	13	11	9	11	12
Total Minority	220	227	259	248	254	262	273	266	266
White	520	526	551	538	525	517	519	525	525
Unknown	4	3	3	6	10	8	8	7	6
International	107	112	104	92	85	85	92	93	110
Total	851	868	917	884	874	872	892	891	907
% Minority (excl. International)	30%	30%	32%	31%	32%	33%	34%	33%	33%
% Female	45%	45%	45%	45%	44%	42%	43%	44%	44%
% Male	55%	55%	55%	55%	56%	58%	57%	56%	56%

Source: Human Resource Snapshot data set as of November 1 of each year.

These counts exclude adjunct, clinical, and visiting titles.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Regular Faculty (Instructional, Clinical and Primary)									
Female									
Black	101	96	100	102	102	114	119	128	141
Hispanic-Latino	87	92	117	127	127	122	121	120	132
Native American	7	7	7	9	9	8	9	9	11
Native Hawaiian/Pacific Islander	4	4	4	4	4	3	3	3	3
Asian	308	324	341	362	380	413	441	465	487
Two or More	40	43	43	41	40	43	44	47	57
Total Minority	547	566	612	645	662	703	737	772	831
White	1,727	1,782	1,862	1,895	1,914	1,988	2,095	2,141	2,200
Unknown	17	21	21	30	36	41	46	44	45
International	137	132	115	104	105	97	99	97	106
Total Female	2,428	2,501	2,610	2,674	2,717	2,829	2,977	3,054	3,182
% Minority (excl. International)	24%	24%	25%	25%	25%	26%	26%	26%	27%
Male									
Black	117	122	130	133	133	132	135	146	147
Hispanic-Latino	105	115	117	119	120	131	125	131	130
Native American	10	12	12	11	12	12	12	11	10
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	4	0
Asian	475	502	557	553	584	615	638	642	667
Two or More	30	29	34	34	36	37	42	43	51
Total Minority	739	782	851	851	886	928	953	977	1,005
White	2,574	2,617	2,669	2,695	2,698	2,747	2,764	2,770	2,826
Unknown	38	34	40	40	50	50	53	49	53
International	242	236	187	171	149	171	171	172	193
Total Male	3,593	3,669	3,747	3,757	3,783	3,896	3,941	3,968	4,077
% Minority (excl. International)	22%	23%	24%	24%	24%	25%	25%	26%	26%
Total									
Black	218	218	230	235	235	246	254	274	288
Hispanic-Latino	192	207	234	246	247	253	246	251	262
Native American	17	19	19	20	21	20	21	20	21
Native Hawaiian/Pacific Islander	6	6	5	5	5	4	4	7	3
Asian	783	826	898	915	964	1,028	1,079	1,107	1,154
Two or More	70	72	77	75	76	80	86	90	108
Total Minority	1,286	1,348	1,463	1,496	1,548	1,631	1,690	1,749	1,836
White	4,301	4,399	4,531	4,590	4,612	4,735	4,859	4,911	5,026
Unknown	55	55	61	70	86	91	99	93	98
International	379	368	302	275	254	268	270	269	299
Total	6,021	6,170	6,357	6,431	6,500	6,725	6,918	7,022	7,259
% Minority (excl. International)	23%	23%	24%	24%	25%	25%	25%	26%	26%
% Female	40%	41%	41%	42%	42%	42%	43%	43%	44%
% Male	60%	59%	59%	58%	58%	58%	57%	57%	56%

Source: Human Resource Snapshot data set as of November 1 of each year.

These counts exclude adjunct and visiting titles.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Supplemental Instructional Faculty (includes Adjunct and Visiting)									
Female									
Black	2	4	4	3	3	5	4	5	3
Hispanic-Latino	3	3	5	6	5	5	4	3	2
Native American	0	0	0	0	0	0	0	1	1
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	13	11	11	8	10	12	7	8	9
Two or More	1	1	1	0	0	0	1	1	1
Total Minority	19	19	21	17	18	22	16	18	16
White	55	59	59	59	65	58	52	52	47
Unknown	0	0	0	0	1	1	0	0	1
International	13	7	9	3	6	3	5	2	1
Total Female	87	85	89	79	90	84	73	72	65
% Minority (excl. International)	26%	24%	26%	22%	21%	27%	24%	26%	25%
Male									
Black	2	4	2	1	2	2	3	6	4
Hispanic-Latino	1	1	2	2	2	3	3	6	3
Native American	1	1	1	3	2	3	2	3	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	4	4	5	7	7	7	5	8	9
Two or More	0	0	0	1	1	0	1	1	0
Total Minority	8	10	10	14	14	15	14	24	18
White	87	89	92	98	88	76	79	77	84
Unknown	0	0	0	1		0		1	1
International	16	11	13	12	19	12	8	7	11
Total Male	111	110	115	125	121	103	101	109	114
% Minority (excl. International)	8%	10%	10%	12%	14%	16%	15%	24%	17%
Total									
Black	4	8	6	4	5	7	7	11	7
Hispanic-Latino	4	4	7	8	7	8	7	9	5
Native American	1	1	1	3	2	3	2	4	3
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	17	15	16	15	17	19	12	16	18
Two or More	1	1	1	1	1	0	2	2	1
Total Minority	27	29	31	31	32	37	30	42	34
White	142	148	151	157	153	134	131	129	131
Unknown	0	0	0	1	1	1	0	1	2
International	29	18	22	15	25	15	13	9	12
Total	198	195	204	204	211	187	174	181	179
% Minority (excl. International)	16%	16%	17%	16%	17%	22%	19%	24%	20%
% Female	44%	44%	44%	39%	43%	45%	42%	40%	36%
% Male	56%	56%	56%	61%	57%	55%	58%	60%	64%

Source: Human Resource Snapshot data set as of November 1 of each year.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements. In 2010, one (1) Supplemental Clinical Faculty member is included above with Female, Asian.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Supplemental Primary Faculty (All Ranks)									
Female									
Black	0	0	0	0	0	0	0	0	0
Hispanic-Latino	0	0	0	0	0	1	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	2	1	1	3	4	1	0	2	2
Two or More	0	0	0	0	0	0	1	0	0
Total Minority	2	1	1	3	4	2	1	2	2
White	3	3	7	7	9	7	5	3	2
Unknown	0	0	0	0	0	0	0	0	0
International	8	6	7	10	8	12	8	7	8
Total Female	13	10	15	20	21	21	14	12	12
% Minority (excl. International)	40%	25%	13%	30%	31%	22%	17%	40%	50%
Male									
Black	1	0	0	0	1	1	1	0	0
Hispanic-Latino	0	0	1	1	1	1	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	7	5	3	3	5	3	5	5	3
Two or More	0	0	1	1	0	1	0	0	0
Total Minority	8	5	5	5	7	6	6	5	3
White	20	20	12	16	13	12	12	9	9
Unknown	0	2	2	1	1	0	0	0	0
International	16	17	20	16	18	22	18	16	14
Total Male	44	44	39	38	39	40	36	30	26
% Minority (excl. International)	29%	19%	26%	23%	33%	33%	33%	36%	25%
Total									
Black	1	0	0	0	1	1	1	0	0
Hispanic-Latino	0	0	1	1	1	2	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	9	6	4	6	9	4	5	7	5
Two or More	0	0	1	1	0	1	1	0	0
Total Minority	10	6	6	8	11	8	7	7	5
White	23	23	19	23	22	19	17	12	11
Unknown	0	2	2	1	1	0	0	0	0
International	24	23	27	26	26	34	26	23	22
Total	57	54	54	58	60	61	50	42	38
% Minority (excl. International)	30%	19%	22%	25%	32%	30%	29%	37%	31%
% Female	23%	19%	28%	34%	35%	34%	28%	29%	32%
% Male	77%	81%	72%	66%	65%	66%	72%	71%	68%

Source: Human Resource Snapshot data set as of November 1 of each year.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Emeritus/a Faculty									
Female									
Black	0	0	0	0	0	0	3	1	1
Hispanic-Latino	0	1	1	1	1	1	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	0	1	1	1	1	2	4	1	1
White	8	7	11	10	15	17	12	16	19
Unknown	0	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0	0
Total Female	8	8	12	11	16	19	16	17	20
% Minority (excl. International)	0%	13%	8%	9%	6%	11%	25%	6%	5%
Male									
Black	2	2	3	4	4	5	6	4	3
Hispanic-Latino	1	1	1	0	0	0	1	1	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	2	2	2	1	2	1	1	2	2
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	5	5	6	5	6	6	8	7	5
White	51	43	49	58	58	57	58	60	70
Unknown	0	0	0	1	1	1	1	0	0
International	0	0	0	0	0	0	0	0	0
Total Male	56	48	55	64	65	64	67	67	75
% Minority (excl. International)	9%	10%	11%	8%	9%	9%	12%	10%	7%
Total									
Black	2	2	3	4	4	5	9	5	4
Hispanic-Latino	1	2	2	1	1	1	1	1	0
Native American	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	2	2	2	1	2	2	2	2	2
Two or More	0	0	0	0	0	0	0	0	0
Total Minority	5	6	7	6	7	8	12	8	6
White	59	50	60	68	73	74	70	76	89
Unknown	0	0	0	1	1	1	1	0	0
International	0	0	0	0	0	0	0	0	0
Total	64	56	67	75	81	83	83	84	95
% Minority (excl. International)	8%	11%	10%	8%	9%	10%	14%	10%	6%
% Female	13%	14%	18%	15%	20%	23%	19%	20%	21%
% Male	88%	86%	82%	85%	80%	77%	81%	80%	79%

Source: Human Resource Snapshot data set as of November 1 of each year.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
FACULTY HEADCOUNT DETAIL BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Faculty (Regular Instructional/Clinical/Primary, Supplemental Instructional/Primary, Emeritus/a)									
Female									
Black	103	100	104	105	105	119	126	134	145
Hispanic-Latino	90	96	123	134	133	129	125	123	134
Native American	7	7	7	9	9	8	9	10	12
Native Hawaiian/Pacific Islander	4	4	4	4	4	3	3	3	3
Asian	323	336	353	373	394	427	449	475	498
Two or More	41	44	44	41	40	43	46	48	58
Total Minority	568	587	635	666	685	729	758	793	850
White	1,793	1,851	1,939	1,971	2,003	2,070	2,164	2,212	2,268
Unknown	17	21	21	30	37	42	46	44	46
International	158	145	131	117	119	112	112	106	115
Total Female	2,536	2,604	2,726	2,784	2,844	2,953	3,080	3,155	3,279
% Minority (excl. International)	24%	24%	24%	25%	25%	26%	26%	26%	27%
Male									
Black	122	128	135	138	140	140	145	156	154
Hispanic-Latino	107	117	121	122	123	135	129	138	133
Native American	11	13	13	14	14	15	14	14	12
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	4	0
Asian	488	513	567	564	598	626	649	657	681
Two or More	30	29	35	36	37	38	43	44	51
Total Minority	760	802	872	875	913	955	981	1,013	1,031
White	2,732	2,769	2,822	2,867	2,857	2,892	2,913	2,916	2,989
Unknown	38	36	42	43	52	51	54	50	54
International	274	264	220	199	186	205	197	195	218
Total Male	3,804	3,871	3,956	3,984	4,008	4,103	4,145	4,174	4,292
% Minority (excl. International)	22%	22%	23%	23%	24%	24%	25%	25%	25%
Total									
Black	225	228	239	243	245	259	271	290	299
Hispanic-Latino	197	213	244	256	256	264	254	261	267
Native American	18	20	20	23	23	23	23	24	24
Native Hawaiian/Pacific Islander	6	6	5	5	5	4	4	7	3
Asian	811	849	920	937	992	1,053	1,098	1,132	1,179
Two or More	71	73	79	77	77	81	89	92	109
Total Minority	1,328	1,389	1,507	1,541	1,598	1,684	1,739	1,806	1,881
White	4,525	4,620	4,761	4,838	4,860	4,962	5,077	5,128	5,257
Unknown	55	57	63	73	89	93	100	94	100
International	432	409	351	316	305	317	309	301	333
Total	6,340	6,475	6,682	6,768	6,852	7,056	7,225	7,329	7,571
% Minority (excl. International)	22%	23%	24%	24%	24%	25%	25%	26%	26%
% Female	40%	40%	41%	41%	42%	42%	43%	43%	43%
% Male	60%	60%	59%	59%	58%	58%	57%	57%	57%

Source: Human Resource Snapshot data set as of November 1 of each year.

Starting in Fall 2010, federal race/ethnicity categories expanded, which included new reporting requirements.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Excluding Hospitals

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Regular Staff									
Female									
Black	802	754	769	778	806	839	873	897	923
Hispanic-Latino	233	247	255	243	243	279	306	321	353
Native American	21	22	21	19	17	19	18	17	17
Native Hawaiian/Pacific Islander	5	3	4	4	5	4	4	5	5
Asian	538	535	552	565	574	590	628	641	673
Two or More	125	129	125	126	137	148	168	192	210
Total Minority	1,724	1,690	1,726	1,735	1,782	1,879	1,997	2,073	2,181
White	6,793	6,576	6,497	6,493	6,564	6,631	6,824	6,956	7,159
Unknown	68	96	114	132	112	101	98	91	87
International	148	133	122	124	126	133	143	136	173
Total Female	8,733	8,495	8,459	8,484	8,584	8,744	9,062	9,256	9,600
% Minority (excl. International)	20%	20%	21%	21%	21%	22%	22%	23%	23%
Male									
Black	406	403	421	433	484	518	534	545	593
Hispanic-Latino	148	149	156	168	182	183	198	210	224
Native American	19	19	17	16	13	14	12	14	12
Native Hawaiian/Pacific Islander	2	3	3	3	3	1	3	2	3
Asian	243	253	263	273	262	280	296	290	315
Two or More	72	74	75	86	92	96	113	110	129
Total Minority	890	901	935	979	1,036	1,092	1,156	1,171	1,276
White	3,810	3,817	3,916	4,052	4,166	4,288	4,413	4,432	4,544
Unknown	69	89	105	102	101	103	96	102	95
International	109	97	79	84	95	101	123	129	139
Total Male	4,878	4,904	5,035	5,217	5,398	5,584	5,788	5,834	6,054
% Minority (excl. International)	19%	19%	19%	19%	20%	20%	20%	21%	22%
Total Regular Staff									
Black	1,208	1,157	1,190	1,211	1,290	1,357	1,407	1,442	1,516
Hispanic-Latino	381	396	411	411	425	462	504	531	577
Native American	40	41	38	35	30	33	30	31	29
Native Hawaiian/Pacific Islander	7	6	7	7	8	5	7	7	8
Asian	781	788	815	838	836	870	924	931	988
Two or More	197	203	200	212	229	244	281	302	339
Total Minority	2,614	2,591	2,661	2,714	2,818	2,971	3,153	3,244	3,457
White	10,603	10,393	10,413	10,545	10,730	10,919	11,237	11,388	11,703
Unknown	137	185	219	234	213	204	194	193	182
International	257	230	201	208	221	234	266	265	312
Total	13,611	13,399	13,494	13,701	13,982	14,328	14,850	15,090	15,654
% Minority (excl. International)	20%	20%	20%	20%	20%	21%	22%	22%	23%
% Female	64%	63%	63%	62%	61%	61%	61%	61%	61%
% Male	36%	37%	37%	38%	39%	39%	39%	39%	39%

Regular Staff by Job Family

Career Families	11,735	11,540	11,652	11,785	12,007	12,285	12,747	12,972	13,463
Athletics	86	85	90	93	95	95	101	100	103
Academic Administrative Ungraded	1	2	1	3	4	1	3	4	5
Service/Maintenance	1,159	1,159	1,164	1,165	1,222	1,266	1,312	1,330	1,376
Operating Engineers & Trades	506	483	467	454	452	441	446	452	460
Security/Public Safety	88	94	90	172	174	212	213	212	228
Nursing	36	36	30	29	28	28	28	20	19
Total	13,611	13,399	13,494	13,701	13,982	14,328	14,850	15,090	15,654

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment.

M-Care, Executive VP Medical Affairs and Michigan Health Corporation are counted with the Hospital Campus.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Excluding Hospitals

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)									
Female									
Black	75	70	74	74	65	80	71	78	91
Hispanic-Latino	80	76	94	87	103	99	103	109	126
Native American	3	4	3	4	3	3	4	3	2
Native Hawaiian/Pacific Islander	1	1	0	1	2	1	0	0	0
Asian	152	159	144	152	153	135	141	143	152
Two or More	45	38	37	30	41	41	45	39	45
Total Minority	356	348	352	348	367	359	364	372	416
White	935	916	905	891	874	842	842	855	900
Unknown	10	16	13	30	45	60	55	62	64
International	682	708	699	667	661	697	755	815	810
Total Female	1,983	1,988	1,969	1,936	1,947	1,958	2,016	2,104	2,190
% Minority (excl. International)	27%	27%	28%	27%	29%	28%	29%	29%	30%
Male									
Black	47	50	39	55	47	48	59	55	62
Hispanic-Latino	84	89	87	96	98	103	96	115	132
Native American	1	2	3	8	5	4	5	6	5
Native Hawaiian/Pacific Islander	0	0	0	2	4	2	1	1	1
Asian	170	180	188	199	190	176	159	156	173
Two or More	35	41	44	48	50	46	51	55	63
Total Minority	337	362	361	408	394	379	371	388	436
White	1,153	1,189	1,194	1,176	1,121	1,048	1,038	1,040	1,009
Unknown	19	15	20	40	74	85	83	86	92
International	1,457	1,417	1,419	1,419	1,387	1,445	1,522	1,558	1,546
Total Male	2,966	2,983	2,994	3,043	2,976	2,957	3,014	3,072	3,083
% Minority (excl. International)	22%	23%	23%	25%	25%	25%	25%	26%	28%
Total Supplemental Staff									
Black	122	120	113	129	112	128	130	133	153
Hispanic-Latino	164	165	181	183	201	202	199	224	258
Native American	4	6	6	12	8	7	9	9	7
Native Hawaiian/Pacific Islander	1	1	0	3	6	3	1	1	1
Asian	322	339	332	351	343	311	300	299	325
Two or More	80	79	81	78	91	87	96	94	108
Total Minority	693	710	713	756	761	738	735	760	852
White	2088	2105	2099	2067	1995	1890	1880	1895	1909
Unknown	29	31	33	70	119	145	138	148	156
International	2139	2125	2118	2086	2048	2142	2277	2373	2356
Total	4,949	4,971	4,963	4,979	4,923	4,915	5,030	5,176	5,273
% Minority (excl. International)	25%	25%	25%	26%	26%	27%	27%	27%	29%
% Female	40%	40%	40%	39%	40%	40%	40%	41%	42%
% Male	60%	60%	60%	61%	60%	60%	60%	59%	58%
Supplemental Staff by Job Family									
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011
Graduate Student Research Assistan	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45	36
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154	1,188	1,231	1,221
Clinical Interns	11	14	12	14	16	46	38	46	57
Professional Specialist/Other	0	0	0	0	5	3	1	3	3
Total	4,949	4,971	4,963	4,979	4,923	4,915	5,030	5,176	5,273
	0	0	0	0	0	0	0	0	0

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment. M-Care, Executive VP Medical Affairs and Michigan Health Corporation are counted with the Hospital Campus.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Excluding Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)									
Female									
Black	877	824	843	852	871	919	944	975	1,014
Hispanic-Latino	313	323	349	330	346	378	409	430	479
Native American	24	26	24	23	20	22	22	20	19
Native Hawaiian/Pacific Islander	6	4	4	5	7	5	4	5	5
Asian	690	694	696	717	727	725	769	784	825
Two or More	170	167	162	156	178	189	213	231	255
Total Minority	2,080	2,038	2,078	2,083	2,149	2,238	2,361	2,445	2,597
White	7,728	7,492	7,402	7,384	7,438	7,473	7,666	7,811	8,059
Unknown	78	112	127	162	157	161	153	153	151
International	830	841	821	791	787	830	898	951	983
Total Female	10,716	10,483	10,428	10,420	10,531	10,702	11,078	11,360	11,790
% Minority (excl. International)	21%	21%	22%	22%	22%	23%	23%	23%	24%
Male									
Black	453	453	460	488	531	566	593	600	655
Hispanic-Latino	232	238	243	264	280	286	294	325	356
Native American	20	21	20	24	18	18	17	20	17
Native Hawaiian/Pacific Islander	2	3	3	5	7	3	4	3	4
Asian	413	433	451	472	452	456	455	446	488
Two or More	107	115	119	134	142	142	164	165	192
Total Minority	1,227	1,263	1,296	1,387	1,430	1,471	1,527	1,559	1,712
White	4,963	5,006	5,110	5,228	5,287	5,336	5,451	5,472	5,553
Unknown	88	104	125	142	175	188	179	188	187
International	1,566	1,514	1,498	1,503	1,482	1,546	1,645	1,687	1,685
Total Male	7,844	7,887	8,029	8,260	8,374	8,541	8,802	8,906	9,137
% Minority (excl. International)	20%	20%	20%	21%	21%	21%	21%	22%	23%
Total Regular and Supplemental Staff									
Black	1,330	1,277	1,303	1,340	1,402	1,485	1,537	1,575	1,669
Hispanic-Latino	545	561	592	594	626	664	703	755	835
Native American	44	47	44	47	38	40	39	40	36
Native Hawaiian/Pacific Islander	8	7	7	10	14	8	8	8	9
Asian	1,103	1,127	1,147	1,189	1,179	1,181	1,224	1,230	1,313
Two or More	277	282	281	290	320	331	377	396	447
Total Minority	3,307	3,301	3,374	3,470	3,579	3,709	3,888	4,004	4,309
White	12,691	12,498	12,512	12,612	12,725	12,809	13,117	13,283	13,612
Unknown	166	216	252	304	332	349	332	341	338
International	2,396	2,355	2,319	2,294	2,269	2,376	2,543	2,638	2,668
Total	18,560	18,370	18,457	18,680	18,905	19,243	19,880	20,266	20,927
% Minority (excl. International)	24%	24%	24%	24%	23%	23%	22%	22%	22%
% Female	58%	57%	56%	56%	56%	56%	56%	56%	56%
% Male	42%	43%	44%	44%	44%	44%	44%	44%	44%

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Excluding Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Regular and Supplemental Staff by Job Family									
Career Families	11,735	11,540	11,652	11,785	12,007	12,285	12,747	12,972	13,463
Athletics	86	85	90	93	95	95	101	100	103
Academic Administrative Ungraded	1	2	1	3	4	1	3	4	5
Service/Maintenance	1,159	1,159	1,164	1,165	1,222	1,266	1,312	1,330	1,376
Operating Engineers & Trades	506	483	467	454	452	441	446	452	460
Security/Public Safety	88	94	90	172	174	212	213	212	228
Nursing	36	36	30	29	28	28	28	20	19
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011
Graduate Student Research Assistan	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45	36
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154	1,188	1,231	1,221
Clinical Interns	11	14	12	14	16	46	38	46	57
Professional Specialist/Other	0	0	0	0	5	3	1	3	3
Total	18,560	18,370	18,457	18,680	18,905	19,243	19,880	20,266	20,927

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment. M-Care, Executive VP Medical Affairs and Michigan Health Corporation are counted with the Hospital Campus.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Regular Staff									
Female									
Black	1,103	1,141	1,217	1,207	1,284	1,352	1,471	1,585	1,613
Hispanic-Latino	220	235	257	260	285	317	354	394	419
Native American	40	39	43	42	39	39	37	35	35
Native Hawaiian/Pacific Islander	7	10	10	13	12	14	13	14	16
Asian	396	416	443	451	486	539	573	617	662
Two or More	131	142	161	171	187	207	234	276	295
Total Minority	1,897	1,983	2,131	2,144	2,293	2,468	2,682	2,921	3,040
White	8,685	9,127	9,769	9,825	10,243	10,509	10,896	11,569	11,906
Unknown	157	206	344	382	349	324	300	284	279
International	35	31	29	29	27	27	37	50	51
Total Female	10,774	11,347	12,273	12,380	12,912	13,328	13,915	14,824	15,276
% Minority (excl. International)	18%	17%	17%	17%	18%	19%	19%	20%	20%
Male									
Black	416	434	460	456	475	475	508	563	567
Hispanic-Latino	86	89	96	96	104	105	115	126	126
Native American	10	13	13	13	15	11	9	10	8
Native Hawaiian/Pacific Islander	6	6	7	6	9	10	10	9	8
Asian	119	125	134	140	154	175	183	203	212
Two or More	44	56	60	68	72	82	85	100	108
Total Minority	681	723	770	779	829	858	910	1,011	1,029
White	2,070	2,211	2,363	2,328	2,461	2,491	2,642	2,894	2,924
Unknown	63	85	128	137	133	115	97	91	90
International	20	24	28	24	21	25	27	29	34
Total Male	2,834	3,043	3,289	3,268	3,444	3,489	3,676	4,025	4,077
% Minority (excl. International)	24%	24%	23%	24%	24%	25%	25%	25%	25%
Total Regular Staff									
Black	1,519	1,575	1,677	1,663	1,759	1,827	1,979	2,148	2,180
Hispanic-Latino	306	324	353	356	389	422	469	520	545
Native American	50	52	56	55	54	50	46	45	43
Native Hawaiian/Pacific Islander	13	16	17	19	21	24	23	23	24
Asian	515	541	577	591	640	714	756	820	874
Two or More	175	198	221	239	259	289	319	376	403
Total Minority	2,578	2,706	2,901	2,923	3,122	3,326	3,592	3,932	4,069
White	10,755	11,338	12,132	12,153	12,704	13,000	13,538	14,463	14,830
Unknown	220	291	472	519	482	439	397	375	369
International	55	55	57	53	48	52	64	79	85
Total	13,608	14,390	15,562	15,648	16,356	16,817	17,591	18,849	19,353
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%	21%
% Female	79%	79%	79%	79%	79%	79%	79%	79%	79%
% Male	21%	21%	21%	21%	21%	21%	21%	21%	21%

Regular Staff by Job Family

Career Families	8,467	9,192	9,781	9,822	10,271	10,697	11,184	11,967	11,930
Athletics	0	0	0	0	0	0	0	0	0
Academic Administrative Ungraded	0	0	0	0	0	0	0	0	0
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188	1,245	1,314	1,345
Operating Engineers & Trades	18	19	16	15	13	14	13	14	460
Security/Public Safety	70	76	76	0	0	0	0	0	0
Nursing	3,935	3,970	4,454	4,548	4,780	4,918	5,149	5,554	5,618
Total	13,608	14,390	15,562	15,648	16,356	16,817	17,591	18,849	19,353

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment.

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Hospitals

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)									
Female									
Black	23	21	23	25	23	19	19	18	20
Hispanic-Latino	20	16	12	7	9	7	5	12	15
Native American	2	1	1	0	0	0	0	0	1
Native Hawaiian/Pacific Islander	0	1	0	0	0	0	0	0	0
Asian	96	106	116	121	117	125	123	116	111
Two or More	7	7	7	9	10	13	14	16	15
Total Minority	148	152	159	162	159	164	161	162	162
White	284	306	322	347	344	359	363	372	402
Unknown	12	8	8	6	5	3	3	4	3
International	15	14	12	8	3	4	8	8	8
Total Female	459	480	501	523	511	530	535	546	575
% Minority (excl. International)	32%	32%	32%	31%	31%	31%	30%	30%	28%
Male									
Black	18	16	14	11	8	13	14	12	15
Hispanic-Latino	15	10	9	7	6	10	7	14	23
Native American	1	1	1	1	1	1	1	1	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0
Asian	115	118	119	120	131	144	151	168	135
Two or More	7	8	9	11	11	9	14	15	15
Total Minority	156	153	152	150	157	177	187	210	188
White	423	449	473	482	493	495	482	459	477
Unknown	30	19	13	10	5	8	8	11	11
International	28	23	20	16	24	18	18	16	17
Total Male	637	644	658	658	679	698	695	696	693
% Minority (excl. International)	24%	24%	24%	24%	24%	26%	28%	30%	27%
Total Supplemental Staff									
Black	41	37	37	36	31	32	33	30	35
Hispanic-Latino	35	26	21	14	15	17	12	26	38
Native American	3	2	2	1	1	1	1	1	1
Native Hawaiian/Pacific Islander	0	1	0	0	0	0	0	0	0
Asian	211	224	235	241	248	269	274	284	246
Two or More	14	15	16	20	21	22	28	31	30
Total Minority	304	305	311	312	316	341	348	372	350
White	707	755	795	829	837	854	845	831	879
Unknown	42	27	21	16	10	11	11	15	14
International	43	37	32	24	27	22	26	24	25
Total	1,096	1,124	1,159	1,181	1,190	1,228	1,230	1,242	1,268
% Minority (excl. International)	28%	27%	27%	26%	27%	28%	28%	30%	28%
% Female	42%	43%	43%	44%	43%	43%	43%	44%	45%
% Male	58%	57%	57%	56%	57%	57%	57%	56%	55%

Supplemental Staff by Job Family

House Officers	1,094	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262
Research Fellows	2	1	5	0	1	0	0	0	0
Clinical Interns	0	0	0	0	0	0	1	0	3
Professional Specialist/Other	0	0	0	0	0	0	2	1	3
Total	1,096	1,124	1,159	1,181	1,190	1,228	1,230	1,242	1,268

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment. M-Care, Executive VP Medical Affairs and Michigan Health Corporation are counted with the Hospital Campus.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Hospitals

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)									
Female									
Black	1,126	1,162	1,240	1,232	1,307	1,371	1,490	1,603	1,633
Hispanic-Latino	240	251	269	267	294	324	359	406	434
Native American	42	40	44	42	39	39	37	35	36
Native Hawaiian/Pacific Islander	7	11	10	13	12	14	13	14	16
Asian	492	522	559	572	603	664	696	733	773
Two or More	138	149	168	180	197	220	248	292	310
Total Minority	2,045	2,135	2,290	2,306	2,452	2,632	2,843	3,083	3,202
White	8,969	9,433	10,091	10,172	10,587	10,868	11,259	11,941	12,308
Unknown	169	214	352	388	354	327	303	288	282
International	50	45	41	37	30	31	45	58	59
Total Female	11,233	11,827	12,774	12,903	13,423	13,858	14,450	15,370	15,851
% Minority (excl. International)	18%	18%	18%	18%	18%	19%	20%	20%	20%
Male									
Black	434	450	474	467	483	488	522	575	582
Hispanic-Latino	101	99	105	103	110	115	122	140	149
Native American	11	14	14	14	16	12	10	11	8
Native Hawaiian/Pacific Islander	6	6	7	6	9	10	10	9	8
Asian	234	243	253	260	285	319	334	371	347
Two or More	51	64	69	79	83	91	99	115	123
Total Minority	837	876	922	929	986	1,035	1,097	1,221	1,217
White	2,493	2,660	2,836	2,810	2,954	2,986	3,124	3,353	3,401
Unknown	93	104	141	147	138	123	105	102	101
International	48	47	48	40	45	43	45	45	51
Total Male	3,471	3,687	3,947	3,926	4,123	4,187	4,371	4,721	4,770
% Minority (excl. International)	24%	24%	23%	24%	24%	25%	25%	26%	26%
Total Regular and Supplemental Staff									
Black	1,560	1,612	1,714	1,699	1,790	1,859	2,012	2,178	2,215
Hispanic-Latino	341	350	374	370	404	439	481	546	583
Native American	53	54	58	56	55	51	47	46	44
Native Hawaiian/Pacific Islander	13	17	17	19	21	24	23	23	24
Asian	726	765	812	832	888	983	1,030	1,104	1,120
Two or More	189	213	237	259	280	311	347	407	433
Total Minority	2,882	3,011	3,212	3,235	3,438	3,667	3,940	4,304	4,419
White	11,462	12,093	12,927	12,982	13,541	13,854	14,383	15,294	15,709
Unknown	262	318	493	535	492	450	408	390	383
International	98	92	89	77	75	74	90	103	110
Total	14,704	15,514	16,721	16,829	17,546	18,045	18,821	20,091	20,621
% Minority (excl. International)	20%	19%	19%	19%	20%	20%	21%	21%	21%
% Female	76%	76%	76%	77%	77%	77%	77%	77%	77%
% Male	24%	24%	24%	23%	23%	23%	23%	23%	23%

Regular and Supplemental Staff by Job Family

Career Families	8,467	9,192	9,781	9,822	10,271	10,697	11,184	11,967	11,930
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188	1,245	1,314	1,345
Operating Engineers & Trades	18	19	16	15	13	14	13	14	460
Security/Public Safety	70	76	76	0	0	0	0	0	0
Nursing	3,935	3,970	4,454	4,548	4,780	4,918	5,149	5,554	5,618
House Officers	1,094	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262
Research Fellows	2	1	5	0	1	0	0	0	0
Clinical Interns	0	0	0	0	0	0	1	0	3
Professional Specialist/Other	0	0	0	0	0	0	2	1	3
Total	14,704	15,514	16,721	16,829	17,546	18,045	18,821	20,091	20,621

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment. M-Care, Executive VP Medical Affairs and Michigan Health Corporation are counted with the Hospital Campus.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Including Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Regular Staff									
Female									
Black	1,905	1,895	1,986	1,985	2,090	2,191	2,344	2,482	2,536
Hispanic-Latino	453	482	512	503	528	596	660	715	772
Native American	61	61	64	61	56	58	55	52	52
Native Hawaiian/Pacific Islander	12	13	14	17	17	18	17	19	21
Asian	934	951	995	1,016	1,060	1,129	1,201	1,258	1,335
Two or More	256	271	286	297	324	355	402	468	505
Total Minority	3,621	3,673	3,857	3,879	4,075	4,347	4,679	4,994	5,221
White	15,478	15,703	16,266	16,318	16,807	17,140	17,720	18,525	19,065
Unknown	225	302	458	514	461	425	398	375	366
International	183	164	151	153	153	160	180	186	224
Total Female	19,507	19,842	20,732	20,864	21,496	22,072	22,977	24,080	24,876
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%	21%
Male									
Black	822	837	881	889	959	993	1,042	1,108	1,160
Hispanic-Latino	234	238	252	264	286	288	313	336	350
Native American	29	32	30	29	28	25	21	24	20
Native Hawaiian/Pacific Islander	8	9	10	9	12	11	13	11	11
Asian	362	378	397	413	416	455	479	493	527
Two or More	116	130	135	154	164	178	198	210	237
Total Minority	1,571	1,624	1,705	1,758	1,865	1,950	2,066	2,182	2,305
White	5,880	6,028	6,279	6,380	6,627	6,779	7,055	7,326	7,468
Unknown	132	174	233	239	234	218	193	193	185
International	129	121	107	108	116	126	150	158	173
Total Male	7,712	7,947	8,324	8,485	8,842	9,073	9,464	9,859	10,131
% Minority (excl. International)	20%	20%	20%	21%	21%	21%	22%	22%	23%
Total Regular Staff									
Black	2,727	2,732	2,867	2,874	3,049	3,184	3,386	3,590	3,696
Hispanic-Latino	687	720	764	767	814	884	973	1,051	1,122
Native American	90	93	94	90	84	83	76	76	72
Native Hawaiian/Pacific Islander	20	22	24	26	29	29	30	30	32
Asian	1,296	1,329	1,392	1,429	1,476	1,584	1,680	1,751	1,862
Two or More	372	401	421	451	488	533	600	678	742
Total Minority	5,192	5,297	5,562	5,637	5,940	6,297	6,745	7,176	7,526
White	21,358	21,731	22,545	22,698	23,434	23,919	24,775	25,851	26,533
Unknown	357	476	691	753	695	643	591	568	551
International	312	285	258	261	269	286	330	344	397
Total	27,219	27,789	29,056	29,349	30,338	31,145	32,441	33,939	35,007
% Minority (excl. International)	19%	19%	19%	19%	20%	20%	21%	21%	21%
% Female	72%	71%	71%	71%	71%	71%	71%	71%	71%
% Male	28%	29%	29%	29%	29%	29%	29%	29%	29%
Regular Staff by Job Family									
Career Families	20,202	20,732	21,433	21,607	22,278	22,982	23,931	24,939	25,393
Athletics	86	85	90	93	95	95	101	100	103
Academic Administrative Ungraded	1	2	1	3	4	1	3	4	5
Service/Maintenance	2,277	2,292	2,399	2,428	2,514	2,454	2,557	2,644	2,721
Operating Engineers & Trades	524	502	483	469	465	455	459	466	920
Security/Public Safety	158	170	166	172	174	212	213	212	228
Nursing	3,971	4,006	4,484	4,577	4,808	4,946	5,177	5,574	5,637
Total	7,017	7,057	7,623	7,742	8,060	8,163	8,510	9,000	9,614

Source: Human Resource Snapshot data set as of November 1 of each year.

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Including Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)									
Female									
Black	98	91	97	99	88	99	90	96	111
Hispanic-Latino	100	92	106	94	112	106	108	121	141
Native American	5	5	4	4	3	3	4	3	3
Native Hawaiian/Pacific Islander	1	2	0	1	2	1	0	0	0
Asian	248	265	260	273	270	260	264	259	263
Two or More	52	45	44	39	51	54	59	55	60
Total Minority	504	500	511	510	526	523	525	534	578
White	1,219	1,222	1,227	1,238	1,218	1,201	1,205	1,227	1,302
Unknown	22	24	21	36	50	63	58	66	67
International	697	722	711	675	664	701	763	823	818
Total Female	2,442	2,468	2,470	2,459	2,458	2,488	2,551	2,650	2,765
% Minority (excl. International)	21%	20%	21%	21%	21%	21%	21%	20%	21%
Male									
Black	65	66	53	66	55	61	73	67	77
Hispanic-Latino	99	99	96	103	104	113	103	129	155
Native American	2	3	4	9	6	5	6	7	5
Native Hawaiian/Pacific Islander	0	0	0	2	4	2	1	1	1
Asian	285	298	307	319	321	320	310	324	308
Two or More	42	49	53	59	61	55	65	70	78
Total Minority	493	515	513	558	551	556	558	598	624
White	1,576	1,638	1,667	1,658	1,614	1,543	1,520	1,499	1,486
Unknown	49	34	33	50	79	93	91	97	103
International	1,485	1,440	1,439	1,435	1,411	1,463	1,540	1,574	1,563
Total Male	3,603	3,627	3,652	3,701	3,655	3,655	3,709	3,768	3,776
% Minority (excl. International)	14%	14%	14%	15%	15%	15%	15%	16%	17%
Total Supplemental Staff									
Black	163	157	150	165	143	160	163	163	188
Hispanic-Latino	199	191	202	197	216	219	211	250	296
Native American	7	8	8	13	9	8	10	10	8
Native Hawaiian/Pacific Islander	1	2	0	3	6	3	1	1	1
Asian	533	563	567	592	591	580	574	583	571
Two or More	94	94	97	98	112	109	124	125	138
Total Minority	997	1,015	1,024	1,068	1,077	1,079	1,083	1,132	1,202
White	2,795	2,860	2,894	2,896	2,832	2,744	2,725	2,726	2,788
Unknown	71	58	54	86	129	156	149	163	170
International	2,182	2,162	2,150	2,110	2,075	2,164	2,303	2,397	2,381
Total	6,045	6,095	6,122	6,160	6,113	6,143	6,260	6,418	6,541
% Minority (excl. International)	16%	17%	17%	17%	18%	18%	17%	18%	18%
% Female	40%	40%	40%	40%	40%	41%	41%	41%	42%
% Male	60%	60%	60%	60%	60%	59%	59%	59%	58%
Supplemental Staff by Job Family									
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011
Graduate Student Research Assistan	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45	36
House Officers	1,094	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262
Research Fellows	1,148	1,199	1,157	1,169	1,146	1,154	1,188	1,231	1,221
Clinical Interns	11	14	12	14	16	46	39	46	60
Professional Specialist/Other	0	0	0	0	5	3	3	4	6
Total	6,045	6,095	6,122	6,160	6,113	6,143	6,260	6,418	6,541

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment. M-Care, Executive VP Medical Affairs and Michigan Health Corporation are counted with the Hospital Campus.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Including Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)									
Female									
Black	2,003	1,986	2,083	2,084	2,178	2,290	2,434	2,578	2,647
Hispanic-Latino	553	574	618	597	640	702	768	836	913
Native American	66	66	68	65	59	61	59	55	55
Native Hawaiian/Pacific Islander	13	15	14	18	19	19	17	19	21
Asian	1,182	1,216	1,255	1,289	1,330	1,389	1,465	1,517	1,598
Two or More	308	316	330	336	375	409	461	523	565
Total Minority	4,125	4,173	4,368	4,389	4,601	4,870	5,204	5,528	5,799
White	16,697	16,925	17,493	17,556	18,025	18,341	18,925	19,752	20,367
Unknown	247	326	479	550	511	488	456	441	433
International	880	886	862	828	817	861	943	1,009	1,042
Total Female	21,949	22,310	23,202	23,323	23,954	24,560	25,528	26,730	27,641
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%	21%
Male									
Black	887	903	934	955	1,014	1,054	1,115	1,175	1,237
Hispanic-Latino	333	337	348	367	390	401	416	465	505
Native American	31	35	34	38	34	30	27	31	25
Native Hawaiian/Pacific Islander	8	9	10	11	16	13	14	12	12
Asian	647	676	704	732	737	775	789	817	835
Two or More	158	179	188	213	225	233	263	280	315
Total Minority	2,064	2,139	2,218	2,316	2,416	2,506	2,624	2,780	2,929
White	7,456	7,666	7,946	8,038	8,241	8,322	8,575	8,825	8,954
Unknown	181	208	266	289	313	311	284	290	288
International	1,614	1,561	1,546	1,543	1,527	1,589	1,690	1,732	1,736
Total Male	11,315	11,574	11,976	12,186	12,497	12,728	13,173	13,627	13,907
% Minority (excl. International)	18%	18%	19%	19%	19%	20%	20%	20%	21%
Total Regular and Supplemental Staff									
Black	2,890	2,889	3,017	3,039	3,192	3,344	3,549	3,753	3,884
Hispanic-Latino	886	911	966	964	1,030	1,103	1,184	1,301	1,418
Native American	97	101	102	103	93	91	86	86	80
Native Hawaiian/Pacific Islander	21	24	24	29	35	32	31	31	33
Asian	1,829	1,892	1,959	2,021	2,067	2,164	2,254	2,334	2,433
Two or More	466	495	518	549	600	642	724	803	880
Total Minority	6,189	6,312	6,586	6,705	7,017	7,376	7,828	8,308	8,728
White	24,153	24,591	25,439	25,594	26,266	26,663	27,500	28,577	29,321
Unknown	428	534	745	839	824	799	740	731	721
International	2,494	2,447	2,408	2,371	2,344	2,450	2,633	2,741	2,778
Total	33,264	33,884	35,178	35,509	36,451	37,288	38,701	40,357	41,548
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%	21%
% Female	66%	66%	66%	66%	66%	66%	66%	66%	67%
% Male	34%	34%	34%	34%	34%	34%	34%	34%	33%

Source: Human Resource Snapshot data set as of November 1 of each year.

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus – Including Hospitals

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Regular and Supplemental Staff by Job Family									
Career Families	20,202	20,732	21,433	21,607	22,278	22,982	23,931	24,939	25,393
Athletics	86	85	90	93	95	95	101	100	103
Academic Administrative Ungraded	1	2	1	3	4	1	3	4	5
Service/Maintenance	2,277	2,292	2,399	2,428	2,514	2,454	2,557	2,644	2,721
Operating Engineers & Trades	524	502	483	469	465	455	459	466	920
Security/Public Safety	158	170	166	172	174	212	213	212	228
Nursing	3,971	4,006	4,484	4,577	4,808	4,946	5,177	5,574	5,637
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011
Graduate Student Research Assistan	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45	36
House Officers	1,094	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262
Research Fellows	1,148	1,199	1,157	1,169	1,146	1,154	1,188	1,231	1,221
Clinical Interns	11	14	12	14	16	46	39	46	60
Professional Specialist/Other	0	0	0	0	5	3	3	4	6
Total	33,264	33,884	35,178	35,509	36,451	37,288	38,701	40,357	41,548

Source: Human Resource Snapshot data set as of November 1 of each year.

Notes: Staff are counted in the job family of their primary job title. Counts are based on a paid appointment as of November 1 of each year. Staff counts exclude persons counted in the faculty headcounts. Appointments are based on the job location of the employee's primary appointment.

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