

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

Ann Arbor Campus

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

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.

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

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

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	2010	2011	2012	2013	2014	2015	2016	2017
Instructor (Tenured/Tenure-Track)								
Female								
Black	0	0	0	0	0	0	0	0
Hispanic-Latino	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0
White	3	2	1	1	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0
Total Female	3	2	1	1	0	0	0	0
% Minority (excl. International)	0%	0%	0%	0%	0%	0%	0%	0%
Male								
Black	0	0	0	0	0	0	0	0
Hispanic-Latino	1	1	0	0	0	1	0	0
Native American	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0
Total Minority	1	1	0	0	0	1	0	0
White	3	1	0	0	0	0	0	1
Unknown	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0
Total Male	4	2	0	0	0	1	0	1
% Minority (excl. International)	25%	50%	0%	0%	0%	100%	0%	0%
Total Professors								
Black	0	0	0	0	0	0	0	0
Hispanic-Latino	1	1	0	0	0	1	0	0
Native American	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0
Total Minority	1	1	0	0	0	1	0	0
White	6	3	1	1	0	0	0	1
Unknown	0	0	0	0	0	0	0	0
International	0	0	0	0	0	0	0	0
Total	7	4	1	1	0	1	0	1
% Minority (excl. International)	14%	25%	0%	0%	0%	100%	0%	0%
% Female	43%	50%	100%	100%	0%	0%	0%	0%
% Male	57%	50%	0%	0%	0%	100%	0%	100%

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	2010	2011	2012	2013	2014	2015	2016	2017
Total Tenured/Tenure-Track Faculty								
Female								
Black	54	52	50	48	51	56	58	61
Hispanic-Latino	35	40	45	50	50	51	48	48
Native American	4	4	4	4	4	4	4	4
Native Hawaiian/Pacific Islander	2	2	2	2	2	2	2	2
Asian	91	98	110	119	131	141	146	155
Two or More	8	10	9	9	8	9	9	13
Total Minority	194	206	220	232	246	263	267	283
White	619	640	681	699	695	724	743	746
Unknown	4	5	6	8	10	12	15	14
International	55	53	33	23	22	21	24	29
Total Female	872	904	940	962	973	1,020	1,049	1,072
% Minority (excl. International)	24%	24%	24%	25%	26%	26%	26%	27%
Male								
Black	79	80	82	81	79	78	79	81
Hispanic-Latino	66	69	68	69	68	71	69	72
Native American	7	8	8	8	8	9	9	8
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	1
Asian	256	275	297	309	316	321	329	342
Two or More	13	15	20	21	21	22	24	26
Total Minority	423	449	476	489	493	502	511	530
White	1,532	1,530	1,537	1,547	1,530	1,516	1,512	1,513
Unknown	16	14	15	15	17	18	20	19
International	79	86	61	46	38	40	39	38
Total Male	2,050	2,079	2,089	2,097	2,078	2,076	2,082	2,100
% Minority (excl. International)	21%	23%	23%	24%	24%	25%	25%	26%
Total Professors								
Black	133	132	132	129	130	134	137	142
Hispanic-Latino	101	109	113	119	118	122	117	120
Native American	11	12	12	12	12	13	13	12
Native Hawaiian/Pacific Islander	4	4	3	3	3	3	3	3
Asian	347	373	407	428	447	462	475	497
Two or More	21	25	29	30	29	31	33	39
Total Minority	617	655	696	721	739	765	778	813
White	2,151	2,170	2,218	2,246	2,225	2,240	2,255	2,259
Unknown	20	19	21	23	27	30	35	33
International	134	139	94	69	60	61	63	67
Total	2,922	2,983	3,029	3,059	3,051	3,096	3,131	3,172
% Minority (excl. International)	22%	23%	24%	24%	25%	25%	25%	26%
% Female	30%	30%	31%	31%	32%	33%	34%	34%
% Male	70%	70%	69%	69%	68%	67%	66%	66%

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Ann Arbor Campus

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

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Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017
Lecturer (excludes Adjunct)								
Female								
Black	12	10	9	14	10	11	17	19
Hispanic-Latino	24	23	28	27	29	25	30	28
Native American	1	1	1	1	2	1	2	2
Native Hawaiian/Pacific Islander	1	1	0	1	1	0	0	0
Asian	31	26	27	33	29	35	37	34
Two or More	7	8	9	6	7	11	9	8
Total Minority	76	69	74	82	78	83	95	91
White	367	350	357	348	349	360	411	411
Unknown	3	3	5	8	6	8	9	11
International	25	21	23	24	30	23	24	20
Total Female	471	443	459	462	463	474	539	533
% Minority (excl. International)	17%	16%	17%	19%	18%	18%	18%	18%
Male								
Black	15	14	16	19	18	18	17	22
Hispanic-Latino	9	11	12	12	10	16	16	16
Native American	2	3	3	2	2	2	2	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0
Asian	12	12	16	9	11	15	15	18
Two or More	5	3	4	4	4	3	5	4
Total Minority	43	43	51	46	45	54	55	62
White	279	291	290	294	304	313	335	322
Unknown	4	3	4	3	9	9	9	9
International	30	26	19	20	21	21	22	19
Total Male	356	363	364	363	379	397	421	412
% Minority (excl. International)	13%	13%	15%	13%	13%	14%	14%	16%
Total Professors								
Black	27	24	25	33	28	29	34	41
Hispanic-Latino	33	34	40	39	39	41	46	44
Native American	3	4	4	3	4	3	4	4
Native Hawaiian/Pacific Islander	1	1	0	1	1	0	0	0
Asian	43	38	43	42	40	50	52	52
Two or More	12	11	13	10	11	14	14	12
Total Minority	119	112	125	128	123	137	150	153
White	646	641	647	642	653	673	746	733
Unknown	7	6	9	11	15	17	18	20
International	55	47	42	44	51	44	46	39
Total	827	806	823	825	842	871	960	945
% Minority (excl. International)	15%	15%	16%	16%	16%	17%	16%	17%
% Female	57%	55%	56%	56%	55%	54%	56%	56%
% Male	43%	45%	44%	44%	45%	46%	44%	44%

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	2010	2011	2012	2013	2014	2015	2016	2017
Total Regular Instructional Faculty (Tenured, Tenure-Track, Regular Not on Tenure-Track, Lecturer)								
Female								
Black	68	64	61	64	64	70	77	82
Hispanic-Latino	61	63	73	77	80	76	78	76
Native American	5	5	5	5	6	5	6	6
Native Hawaiian/Pacific Islander	3	3	2	3	3	2	2	2
Asian	127	126	138	152	160	176	183	190
Two or More	15	18	18	15	15	20	18	21
Total Minority	279	279	297	316	328	349	364	377
White	1,007	1,005	1,049	1,057	1,054	1,094	1,165	1,167
Unknown	7	8	11	17	17	21	24	25
International	84	77	59	51	58	57	61	62
Total Female	1,377	1,369	1,416	1,441	1,457	1,521	1,614	1,631
% Minority (excl. International)	22%	22%	22%	23%	23%	24%	23%	24%
Male								
Black	96	96	99	101	98	97	99	106
Hispanic-Latino	77	81	82	84	79	91	87	91
Native American	9	11	11	10	10	11	11	10
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	4
Asian	274	290	316	321	327	338	347	361
Two or More	19	19	24	25	25	25	30	30
Total Minority	477	499	533	542	540	563	575	602
White	1,856	1,868	1,872	1,883	1,868	1,863	1,877	1,860
Unknown	21	17	20	19	28	29	31	29
International	124	124	92	79	77	85	87	84
Total Male	2,478	2,508	2,517	2,523	2,513	2,540	2,570	2,575
% Minority (excl. International)	20%	21%	22%	22%	22%	23%	23%	24%
Total Professors								
Black	164	160	160	165	162	167	176	188
Hispanic-Latino	138	144	155	161	159	167	165	167
Native American	14	16	16	15	16	16	17	16
Native Hawaiian/Pacific Islander	5	5	3	4	4	3	3	6
Asian	401	416	454	473	487	514	530	551
Two or More	34	37	42	40	40	45	48	51
Total Minority	756	778	830	858	868	912	939	979
White	2,863	2,873	2,921	2,940	2,922	2,957	3,042	3,027
Unknown	28	25	31	36	45	50	55	54
International	208	201	151	130	135	142	148	146
Total	3,855	3,877	3,933	3,964	3,970	4,061	4,184	4,206
% Minority (excl. International)	21%	21%	22%	22%	23%	23%	23%	24%
% Female	36%	35%	36%	36%	37%	37%	39%	39%
% Male	64%	65%	64%	64%	63%	63%	61%	61%

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

Ann Arbor Campus

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

Ann Arbor Campus

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

Ann Arbor Campus

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

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 BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

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

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 BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

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

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 BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

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

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 BY RANK, GENDER, AND RACE/ETHNICITY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	2010	2011	2012	2013	2014	2015	2016	2017
Total Faculty (Regular Instructional/Clinical/Primary, Supplemental Instructional/Primary, Emeritus/a)								
Female								
Black	103	100	104	105	105	119	126	134
Hispanic-Latino	90	96	123	134	133	129	125	123
Native American	7	7	7	9	9	8	9	10
Native Hawaiian/Pacific Islander	4	4	4	4	4	3	3	3
Asian	323	336	353	373	394	427	449	475
Two or More	41	44	44	41	40	43	46	48
Total Minority	568	587	635	666	685	729	758	793
White	1,793	1,851	1,939	1,971	2,003	2,070	2,164	2,212
Unknown	17	21	21	30	37	42	46	44
International	158	145	131	117	119	112	112	106
Total Female	2,536	2,604	2,726	2,784	2,844	2,953	3,080	3,155
% Minority (excl. International)	24%	24%	24%	25%	25%	26%	26%	26%
Male								
Black	122	128	135	138	140	140	145	156
Hispanic-Latino	107	117	121	122	123	135	129	138
Native American	11	13	13	14	14	15	14	14
Native Hawaiian/Pacific Islander	2	2	1	1	1	1	1	4
Asian	488	513	567	564	598	626	649	657
Two or More	30	29	35	36	37	38	43	44
Total Minority	760	802	872	875	913	955	981	1,013
White	2,732	2,769	2,822	2,867	2,857	2,892	2,913	2,916
Unknown	38	36	42	43	52	51	54	50
International	274	264	220	199	186	205	197	195
Total Male	3,804	3,871	3,956	3,984	4,008	4,103	4,145	4,174
% Minority (excl. International)	22%	22%	23%	23%	24%	24%	25%	25%
Total Professors								
Black	225	228	239	243	245	259	271	290
Hispanic-Latino	197	213	244	256	256	264	254	261
Native American	18	20	20	23	23	23	23	24
Native Hawaiian/Pacific Islander	6	6	5	5	5	4	4	7
Asian	811	849	920	937	992	1,053	1,098	1,132
Two or More	71	73	79	77	77	81	89	92
Total Minority	1,328	1,389	1,507	1,541	1,598	1,684	1,739	1,806
White	4,525	4,620	4,761	4,838	4,860	4,962	5,077	5,128
Unknown	55	57	63	73	89	93	100	94
International	432	409	351	316	305	317	309	301
Total	6,340	6,475	6,682	6,768	6,852	7,056	7,225	7,329
% Minority (excl. International)	22%	23%	24%	24%	24%	25%	25%	26%
% Female	40%	40%	41%	41%	42%	42%	43%	43%
% Male	60%	60%	59%	59%	58%	58%	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
Regular Staff								
Female								
Black	802	754	769	778	806	839	873	897
Hispanic-Latino	233	247	255	243	243	279	306	321
Native American	21	22	21	19	17	19	18	17
Native Hawaiian/Pacific Islander	5	3	4	4	5	4	4	5
Asian	538	535	552	565	574	590	628	641
Two or More	125	129	125	126	137	148	168	192
Total Minority	1,724	1,690	1,726	1,735	1,782	1,879	1,997	2,073
White	6,793	6,576	6,497	6,493	6,564	6,631	6,824	6,956
Unknown	68	96	114	132	112	101	98	91
International	148	133	122	124	126	133	143	136
Total Female	8,733	8,495	8,459	8,484	8,584	8,744	9,062	9,256
% Minority (excl. International)	20%	20%	21%	21%	21%	22%	22%	23%
Male								
Black	406	403	421	433	484	518	534	545
Hispanic-Latino	148	149	156	168	182	183	198	210
Native American	19	19	17	16	13	14	12	14
Native Hawaiian/Pacific Islander	2	3	3	3	3	1	3	2
Asian	243	253	263	273	262	280	296	290
Two or More	72	74	75	86	92	96	113	110
Total Minority	890	901	935	979	1,036	1,092	1,156	1,171
White	3,810	3,817	3,916	4,052	4,166	4,288	4,413	4,432
Unknown	69	89	105	102	101	103	96	102
International	109	97	79	84	95	101	123	129
Total Male	4,878	4,904	5,035	5,217	5,398	5,584	5,788	5,834
% Minority (excl. International)	19%	19%	19%	19%	20%	20%	20%	21%
Total Regular Staff								
Black	1,208	1,157	1,190	1,211	1,290	1,357	1,407	1,442
Hispanic-Latino	381	396	411	411	425	462	504	531
Native American	40	41	38	35	30	33	30	31
Native Hawaiian/Pacific Islander	7	6	7	7	8	5	7	7
Asian	781	788	815	838	836	870	924	931
Two or More	197	203	200	212	229	244	281	302
Total Minority	2,614	2,591	2,661	2,714	2,818	2,971	3,153	3,244
White	10,603	10,393	10,413	10,545	10,730	10,919	11,237	11,388
Unknown	137	185	219	234	213	204	194	193
International	257	230	201	208	221	234	266	265
Total	13,611	13,399	13,494	13,701	13,982	14,328	14,850	15,090
% Minority (excl. International)	20%	20%	20%	20%	20%	21%	22%	22%
% Female	64%	63%	63%	62%	61%	61%	61%	61%
% Male	36%	37%	37%	38%	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
Athletics	86	85	90	93	95	95	101	100
Academic Administrative Ungraded	1	2	1	3	4	1	3	4
Service/Maintenance	1,159	1,159	1,164	1,165	1,222	1,266	1,312	1,330
Operating Engineers & Trades	506	483	467	454	452	441	446	452
Security/Public Safety	88	94	90	172	174	212	213	212
Nursing	36	36	30	29	28	28	28	20
Total	13,611	13,399	13,494	13,701	13,982	14,328	14,850	15,090

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
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)								
Female								
Black	75	70	74	74	65	80	74	79
Hispanic-Latino	80	77	95	88	104	100	103	109
Native American	3	4	3	4	3	3	4	3
Native Hawaiian/Pacific Islander	1	1	0	1	2	1	0	0
Asian	155	160	145	153	153	136	142	143
Two or More	45	38	37	30	41	41	45	39
Total Minority	359	350	354	350	368	361	368	373
White	943	923	916	901	889	859	854	872
Unknown	10	16	13	30	45	60	55	62
International	680	707	698	666	661	697	755	814
Total Female	1,992	1,996	1,981	1,947	1,963	1,977	2,032	2,121
% Minority (excl. International)	27%	27%	28%	27%	28%	28%	29%	29%
Male								
Black	49	52	42	59	51	53	65	59
Hispanic-Latino	85	90	88	96	98	103	97	116
Native American	1	2	3	8	5	4	5	6
Native Hawaiian/Pacific Islander	0	0	0	2	4	2	1	1
Asian	173	183	190	200	192	177	160	158
Two or More	35	41	44	48	50	46	51	55
Total Minority	343	368	367	413	400	385	379	395
White	1,204	1,232	1,243	1,234	1,179	1,105	1,096	1,100
Unknown	19	15	20	41	75	86	84	86
International	1,456	1,416	1,419	1,419	1,387	1,445	1,522	1,558
Total Male	3,022	3,031	3,049	3,107	3,041	3,021	3,081	3,139
% Minority (excl. International)	22%	23%	23%	24%	24%	24%	24%	25%
Total Supplemental Staff								
Black	124	122	116	133	116	133	139	138
Hispanic-Latino	165	167	183	184	202	203	200	225
Native American	4	6	6	12	8	7	9	9
Native Hawaiian/Pacific Islander	1	1	0	3	6	3	1	1
Asian	328	343	335	353	345	313	302	301
Two or More	80	79	81	78	91	87	96	94
Total Minority	702	718	721	763	768	746	747	768
White	2147	2155	2159	2135	2068	1964	1950	1972
Unknown	29	31	33	71	120	146	139	148
International	2136	2123	2117	2085	2048	2142	2277	2372
Total	5,014	5,027	5,030	5,054	5,004	4,998	5,113	5,260
% Minority (excl. International)	24%	25%	25%	26%	26%	26%	26%	27%
% Female	40%	40%	39%	39%	39%	40%	40%	40%
% Male	60%	60%	61%	61%	61%	60%	60%	60%

Supplemental Staff by Job Family

Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154	1,188	1,231
Clinical Interns	11	14	12	14	16	46	38	46
Professional Specialist/Other	0	0	0	0	5	3	1	3
Total	4,949	4,971	4,963	4,979	4,923	4,915	5,030	5,176

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
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	947	976
Hispanic-Latino	313	324	350	331	347	379	409	430
Native American	24	26	24	23	20	22	22	20
Native Hawaiian/Pacific Islander	6	4	4	5	7	5	4	5
Asian	693	695	697	718	727	726	770	784
Two or More	170	167	162	156	178	189	213	231
Total Minority	2,083	2,040	2,080	2,085	2,150	2,240	2,365	2,446
White	7,736	7,499	7,413	7,394	7,453	7,490	7,678	7,828
Unknown	78	112	127	162	157	161	153	153
International	828	840	820	790	787	830	898	950
Total Female	10,725	10,491	10,440	10,431	10,547	10,721	11,094	11,377
% Minority (excl. International)	21%	21%	22%	22%	22%	23%	23%	23%
Male								
Black	455	455	463	492	535	571	599	604
Hispanic-Latino	233	239	244	264	280	286	295	326
Native American	20	21	20	24	18	18	17	20
Native Hawaiian/Pacific Islander	2	3	3	5	7	3	4	3
Asian	416	436	453	473	454	457	456	448
Two or More	107	115	119	134	142	142	164	165
Total Minority	1,233	1,269	1,302	1,392	1,436	1,477	1,535	1,566
White	5,014	5,049	5,159	5,286	5,345	5,393	5,509	5,532
Unknown	88	104	125	143	176	189	180	188
International	1,565	1,513	1,498	1,503	1,482	1,546	1,645	1,687
Total Male	7,900	7,935	8,084	8,324	8,439	8,605	8,869	8,973
% Minority (excl. International)	19%	20%	20%	20%	21%	21%	21%	21%
Total Regular and Supplemental Staff								
Black	1,332	1,279	1,306	1,344	1,406	1,490	1,546	1,580
Hispanic-Latino	546	563	594	595	627	665	704	756
Native American	44	47	44	47	38	40	39	40
Native Hawaiian/Pacific Islander	8	7	7	10	14	8	8	8
Asian	1,109	1,131	1,150	1,191	1,181	1,183	1,226	1,232
Two or More	277	282	281	290	320	331	377	396
Total Minority	3,316	3,309	3,382	3,477	3,586	3,717	3,900	4,012
White	12,750	12,548	12,572	12,680	12,798	12,883	13,187	13,360
Unknown	166	216	252	305	333	350	333	341
International	2,393	2,353	2,318	2,293	2,269	2,376	2,543	2,637
Total	18,625	18,426	18,524	18,755	18,986	19,326	19,963	20,350
% Minority (excl. International)	24%	24%	24%	24%	23%	23%	22%	22%
% Female	58%	57%	56%	56%	56%	55%	56%	56%
% Male	42%	43%	44%	44%	44%	45%	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>
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
Athletics	86	85	90	93	95	95	101	100
Academic Administrative Ungraded	1	2	1	3	4	1	3	4
Service/Maintenance	1,159	1,159	1,164	1,165	1,222	1,266	1,312	1,330
Operating Engineers & Trades	506	483	467	454	452	441	446	452
Security/Public Safety	88	94	90	172	174	212	213	212
Nursing	36	36	30	29	28	28	28	20
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154	1,188	1,231
Clinical Interns	11	14	12	14	16	46	38	46
Professional Specialist/Other	0	0	0	0	5	3	1	3
Total	18,560	18,370	18,457	18,680	18,905	19,243	19,880	20,266

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
Regular Staff								
Female								
Black	1,103	1,141	1,217	1,207	1,284	1,352	1,471	1,585
Hispanic-Latino	220	235	257	260	285	317	354	394
Native American	40	39	43	42	39	39	37	35
Native Hawaiian/Pacific Islander	7	10	10	13	12	14	13	14
Asian	396	416	443	451	486	539	573	617
Two or More	131	142	161	171	187	207	234	276
Total Minority	1,897	1,983	2,131	2,144	2,293	2,468	2,682	2,921
White	8,685	9,127	9,769	9,825	10,243	10,509	10,896	11,569
Unknown	157	206	344	382	349	324	300	284
International	35	31	29	29	27	27	37	50
Total Female	10,774	11,347	12,273	12,380	12,912	13,328	13,915	14,824
% Minority (excl. International)	18%	17%	17%	17%	18%	19%	19%	20%
Male								
Black	416	434	460	456	475	475	508	563
Hispanic-Latino	86	89	96	96	104	105	115	126
Native American	10	13	13	13	15	11	9	10
Native Hawaiian/Pacific Islander	6	6	7	6	9	10	10	9
Asian	119	125	134	140	154	175	183	203
Two or More	44	56	60	68	72	82	85	100
Total Minority	681	723	770	779	829	858	910	1,011
White	2,070	2,211	2,363	2,328	2,461	2,491	2,642	2,894
Unknown	63	85	128	137	133	115	97	91
International	20	24	28	24	21	25	27	29
Total Male	2,834	3,043	3,289	3,268	3,444	3,489	3,676	4,025
% Minority (excl. International)	24%	24%	23%	24%	24%	25%	25%	25%
Total Regular Staff								
Black	1,519	1,575	1,677	1,663	1,759	1,827	1,979	2,148
Hispanic-Latino	306	324	353	356	389	422	469	520
Native American	50	52	56	55	54	50	46	45
Native Hawaiian/Pacific Islander	13	16	17	19	21	24	23	23
Asian	515	541	577	591	640	714	756	820
Two or More	175	198	221	239	259	289	319	376
Total Minority	2,578	2,706	2,901	2,923	3,122	3,326	3,592	3,932
White	10,755	11,338	12,132	12,153	12,704	13,000	13,538	14,463
Unknown	220	291	472	519	482	439	397	375
International	55	55	57	53	48	52	64	79
Total	13,608	14,390	15,562	15,648	16,356	16,817	17,591	18,849
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%
% Female	79%	79%	79%	79%	79%	79%	79%	79%
% Male	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
Athletics	0	0	0	0	0	0	0	0
Academic Administrative Ungraded	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
Operating Engineers & Trades	18	19	16	15	13	14	13	14
Security/Public Safety	70	76	76	0	0	0	0	0
Nursing	3,935	3,970	4,454	4,548	4,780	4,918	5,149	5,554
Total	13,608	14,390	15,562	15,648	16,356	16,817	17,591	18,849

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

Supplemental Staff by Job Family

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

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

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
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
Hispanic-Latino	240	251	269	267	294	324	359	406
Native American	42	40	44	42	39	39	37	35
Native Hawaiian/Pacific Islander	7	11	10	13	12	14	13	14
Asian	492	522	559	572	603	664	696	733
Two or More	138	149	168	180	197	220	248	292
Total Minority	2,045	2,135	2,290	2,306	2,452	2,632	2,843	3,083
White	8,969	9,433	10,091	10,172	10,587	10,868	11,259	11,941
Unknown	169	214	352	388	354	327	303	288
International	50	45	41	37	30	31	45	58
Total Female	11,233	11,827	12,774	12,903	13,423	13,858	14,450	15,370
% Minority (excl. International)	18%	18%	18%	18%	18%	19%	20%	20%
Male								
Black	434	450	474	467	483	488	522	575
Hispanic-Latino	101	99	105	103	110	115	122	140
Native American	11	14	14	14	16	12	10	11
Native Hawaiian/Pacific Islander	6	6	7	6	9	10	10	9
Asian	234	243	253	260	285	319	334	371
Two or More	51	64	69	79	83	91	99	115
Total Minority	837	876	922	929	986	1,035	1,097	1,221
White	2,493	2,660	2,836	2,810	2,954	2,986	3,124	3,353
Unknown	93	104	141	147	138	123	105	102
International	48	47	48	40	45	43	45	45
Total Male	3,471	3,687	3,947	3,926	4,123	4,187	4,371	4,721
% Minority (excl. International)	24%	24%	23%	24%	24%	25%	25%	26%
Total Regular and Supplemental Staff								
Black	1,560	1,612	1,714	1,699	1,790	1,859	2,012	2,178
Hispanic-Latino	341	350	374	370	404	439	481	546
Native American	53	54	58	56	55	51	47	46
Native Hawaiian/Pacific Islander	13	17	17	19	21	24	23	23
Asian	726	765	812	832	888	983	1,030	1,104
Two or More	189	213	237	259	280	311	347	407
Total Minority	2,882	3,011	3,212	3,235	3,438	3,667	3,940	4,304
White	11,462	12,093	12,927	12,982	13,541	13,854	14,383	15,294
Unknown	262	318	493	535	492	450	408	390
International	98	92	89	77	75	74	90	103
Total	14,704	15,514	16,721	16,829	17,546	18,045	18,821	20,091
% Minority (excl. International)	20%	19%	19%	19%	20%	20%	21%	21%
% Female	76%	76%	76%	77%	77%	77%	77%	77%
% Male	24%	24%	24%	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
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188	1,245	1,314
Operating Engineers & Trades	18	19	16	15	13	14	13	14
Security/Public Safety	70	76	76	0	0	0	0	0
Nursing	3,935	3,970	4,454	4,548	4,780	4,918	5,149	5,554
House Officers	1,094	1,123	1,154	1,181	1,189	1,228	1,227	1,241
Research Fellows	2	1	5	0	1	0	0	0
Clinical Interns	0	0	0	0	0	0	1	0
Professional Specialist/Other	0	0	0	0	0	0	2	1
Total	14,704	15,514	16,721	16,829	17,546	18,045	18,821	20,091

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)

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

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)

Ann Arbor Campus – Including Hospitals

	2010	2011	2012	2013	2014	2015	2016	2017
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)								
Female								
Black	98	91	97	99	88	99	93	97
Hispanic-Latino	100	93	107	95	113	107	108	121
Native American	5	5	4	4	3	3	4	3
Native Hawaiian/Pacific Islander	1	2	0	1	2	1	0	0
Asian	251	266	261	274	270	261	265	259
Two or More	52	45	44	39	51	54	59	55
Total Minority	507	502	513	512	527	525	529	535
White	1,227	1,229	1,238	1,248	1,233	1,218	1,217	1,244
Unknown	22	24	21	36	50	63	58	66
International	695	721	710	674	664	701	763	822
Total Female	2,451	2,476	2,482	2,470	2,474	2,507	2,567	2,667
% Minority (excl. International)	21%	20%	21%	21%	21%	21%	21%	20%
Male								
Black	67	68	56	70	59	66	79	71
Hispanic-Latino	100	100	97	103	104	113	104	130
Native American	2	3	4	9	6	5	6	7
Native Hawaiian/Pacific Islander	0	0	0	2	4	2	1	1
Asian	288	301	309	320	323	321	311	326
Two or More	42	49	53	59	61	55	65	70
Total Minority	499	521	519	563	557	562	566	605
White	1,627	1,681	1,716	1,716	1,672	1,600	1,578	1,559
Unknown	49	34	33	51	80	94	92	97
International	1,484	1,439	1,439	1,435	1,411	1,463	1,540	1,574
Total Male	3,659	3,675	3,707	3,765	3,720	3,719	3,776	3,835
% Minority (excl. International)	14%	14%	14%	15%	15%	15%	15%	16%
Total Supplemental Staff								
Black	165	159	153	169	147	165	172	168
Hispanic-Latino	200	193	204	198	217	220	212	251
Native American	7	8	8	13	9	8	10	10
Native Hawaiian/Pacific Islander	1	2	0	3	6	3	1	1
Asian	539	567	570	594	593	582	576	585
Two or More	94	94	97	98	112	109	124	125
Total Minority	1,006	1,023	1,032	1,075	1,084	1,087	1,095	1,140
White	2,854	2,910	2,954	2,964	2,905	2,818	2,795	2,803
Unknown	71	58	54	87	130	157	150	163
International	2,179	2,160	2,149	2,109	2,075	2,164	2,303	2,396
Total	6,110	6,151	6,189	6,235	6,194	6,226	6,343	6,502
% Minority (excl. International)	16%	17%	17%	17%	18%	17%	17%	18%
% Female	40%	40%	40%	40%	40%	40%	40%	41%
% Male	60%	60%	60%	60%	60%	60%	60%	59%

Supplemental Staff by Job Family

Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875	1,931	1,971
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794	1,831	1,880
Graduate Student Staff Assistant	43	47	47	40	41	43	41	45
House Officers	1,094	1,123	1,154	1,181	1,189	1,228	1,227	1,241
Research Fellows	1,148	1,199	1,157	1,169	1,146	1,154	1,188	1,231
Clinical Interns	11	14	12	14	16	46	39	46
Professional Specialist/Other	0	0	0	0	5	3	3	4
Total	6,045	6,095	6,122	6,160	6,113	6,143	6,260	6,418

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

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Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)

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>
Female								
Black	2,003	1,986	2,083	2,084	2,178	2,290	2,437	2,579
Hispanic-Latino	553	575	619	598	641	703	768	836
Native American	66	66	68	65	59	61	59	55
Native Hawaiian/Pacific Islander	13	15	14	18	19	19	17	19
Asian	1,185	1,217	1,256	1,290	1,330	1,390	1,466	1,517
Two or More	308	316	330	336	375	409	461	523
Total Minority	4,128	4,175	4,370	4,391	4,602	4,872	5,208	5,529
White	16,705	16,932	17,504	17,566	18,040	18,358	18,937	19,769
Unknown	247	326	479	550	511	488	456	441
International	878	885	861	827	817	861	943	1,008
Total Female	21,958	22,318	23,214	23,334	23,970	24,579	25,544	26,747
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%
Male								
Black	889	905	937	959	1,018	1,059	1,121	1,179
Hispanic-Latino	334	338	349	367	390	401	417	466
Native American	31	35	34	38	34	30	27	31
Native Hawaiian/Pacific Islander	8	9	10	11	16	13	14	12
Asian	650	679	706	733	739	776	790	819
Two or More	158	179	188	213	225	233	263	280
Total Minority	2,070	2,145	2,224	2,321	2,422	2,512	2,632	2,787
White	7,507	7,709	7,995	8,096	8,299	8,379	8,633	8,885
Unknown	181	208	266	290	314	312	285	290
International	1,613	1,560	1,546	1,543	1,527	1,589	1,690	1,732
Total Male	11,371	11,622	12,031	12,250	12,562	12,792	13,240	13,694
% Minority (excl. International)	18%	18%	18%	19%	19%	20%	20%	20%
Total Regular and Supplemental Staff								
Black	2,892	2,891	3,020	3,043	3,196	3,349	3,558	3,758
Hispanic-Latino	887	913	968	965	1,031	1,104	1,185	1,302
Native American	97	101	102	103	93	91	86	86
Native Hawaiian/Pacific Islander	21	24	24	29	35	32	31	31
Asian	1,835	1,896	1,962	2,023	2,069	2,166	2,256	2,336
Two or More	466	495	518	549	600	642	724	803
Total Minority	6,198	6,320	6,594	6,712	7,024	7,384	7,840	8,316
White	24,212	24,641	25,499	25,662	26,339	26,737	27,570	28,654
Unknown	428	534	745	840	825	800	741	731
International	2,491	2,445	2,407	2,370	2,344	2,450	2,633	2,740
Total	33,329	33,940	35,245	35,584	36,532	37,371	38,784	40,441
% Minority (excl. International)	19%	19%	19%	19%	19%	20%	20%	21%
% Female	66%	66%	66%	66%	66%	66%	66%	66%
% Male	34%	34%	34%	34%	34%	34%	34%	34%

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

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Career Families	20,202	20,732	21,433	21,607	22,278	22,982	23,931	24,939
Athletics	86	85	90	93	95	95	101	100
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Research Fellows	1,148	1,199	1,157	1,169	1,146	1,154	1,188	1,231
Clinical Interns	11	14	12	14	16	46	39	46
Professional Specialist/Other	0	0	0	0	5	3	3	4
Total	33,264	33,884	35,178	35,509	36,451	37,288	38,701	40,357

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

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