

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

Ann Arbor Campus -- Excluding Hospitals

Regular Staff

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Female | | | | | | | |
| Black | 806 | 757 | 771 | 781 | 809 | 844 | 880 |
| Hispanic-Latino | 239 | 253 | 258 | 245 | 247 | 282 | 309 |
| Native American | 21 | 22 | 21 | 19 | 17 | 19 | 18 |
| Native Hawaiian/Pacific Islander | 5 | 3 | 4 | 4 | 5 | 0 | 0 |
| Asian | 639 | 623 | 627 | 647 | 659 | 683 | 731 |
| Two or More | <u>127</u> | <u>131</u> | <u>127</u> | <u>127</u> | <u>138</u> | <u>149</u> | <u>169</u> |
| Total Minority | 1,837 | 1,789 | 1,808 | 1,823 | 1,875 | 1,977 | 2,107 |
| Total Non-Minority | <u>6,896</u> | <u>6,706</u> | <u>6,651</u> | <u>6,661</u> | <u>6,709</u> | <u>6,763</u> | <u>6,951</u> |
| Total Female | 8,733 | 8,495 | 8,459 | 8,484 | 8,584 | 8,740 | 9,058 |
| % Minority | 21% | 21% | 21% | 21% | 22% | 23% | 23% |

Male

| | | | | | | | |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | 409 | 406 | 423 | 435 | 486 | 522 | 538 |
| Hispanic-Latino | 152 | 149 | 157 | 170 | 187 | 192 | 207 |
| Native American | 19 | 19 | 17 | 16 | 13 | 14 | 12 |
| Native Hawaiian/Pacific Islander | 2 | 3 | 3 | 3 | 3 | 0 | 0 |
| Asian | 316 | 316 | 307 | 321 | 322 | 339 | 369 |
| Two or More | <u>73</u> | <u>75</u> | <u>76</u> | <u>87</u> | <u>95</u> | <u>98</u> | <u>115</u> |
| Total Minority | 971 | 968 | 983 | 1,032 | 1,106 | 1,165 | 1,241 |
| Total Non-Minority | <u>3,907</u> | <u>3,936</u> | <u>4,052</u> | <u>4,185</u> | <u>4,292</u> | <u>4,418</u> | <u>4,544</u> |
| Total Male | 4,878 | 4,904 | 5,035 | 5,217 | 5,398 | 5,583 | 5,785 |
| % Minority | 20% | 20% | 20% | 20% | 20% | 21% | 21% |

Total Regular Staff

| | | | | | | | |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Black | 1,215 | 1,163 | 1,194 | 1,216 | 1,295 | 1,366 | 1,418 |
| Hispanic-Latino | 391 | 402 | 415 | 415 | 434 | 474 | 516 |
| Native American | 40 | 41 | 38 | 35 | 30 | 33 | 30 |
| Native Hawaiian/Pacific Islander | 7 | 6 | 7 | 7 | 8 | 0 | 0 |
| Asian | 955 | 939 | 934 | 968 | 981 | 1,022 | 1,100 |
| Two or More | <u>200</u> | <u>206</u> | <u>203</u> | <u>214</u> | <u>233</u> | <u>247</u> | <u>284</u> |
| Total Minority | 2,808 | 2,757 | 2,791 | 2,855 | 2,981 | 3,142 | 3,348 |
| Total Non-Minority | <u>10,803</u> | <u>10,642</u> | <u>10,703</u> | <u>10,846</u> | <u>11,001</u> | <u>11,181</u> | <u>11,495</u> |
| Total | 13,611 | 13,399 | 13,494 | 13,701 | 13,982 | 14,323 | 14,843 |
| % Minority | 21% | 21% | 21% | 21% | 21% | 22% | 23% |
| % Female | 64% | 63% | 63% | 62% | 61% | 61% | 61% |
| % Male | 36% | 37% | 37% | 38% | 39% | 39% | 39% |

Regular Staff by Job Family

| | | | | | | | |
|----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Career Families | 11,735 | 11,540 | 11,652 | 11,785 | 12,007 | 12,285 | 12,747 |
| Athletics | 86 | 85 | 90 | 93 | 95 | 95 | 101 |
| Academic Administrative Ungraded | 1 | 2 | 1 | 3 | 4 | 0 | 0 |
| Service/Maintenance | 1,159 | 1,159 | 1,164 | 1,165 | 1,222 | 1,266 | 1,312 |
| Operating Engineers & Trades | 506 | 483 | 467 | 454 | 452 | 441 | 446 |
| Security/Public Safety | 88 | 94 | 90 | 172 | 174 | 174 | 213 |
| Nursing | <u>36</u> | <u>36</u> | <u>30</u> | <u>29</u> | <u>28</u> | <u>28</u> | <u>28</u> |
| Total | 13,611 | 13,399 | 13,494 | 13,701 | 13,982 | 14,289 | 14,847 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

Ann Arbor Campus and Hospital 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.

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STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus -- Excluding Hospitals

Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Female | | | | | | | |
| Black | 84 | 78 | 82 | 81 | 69 | 86 | 79 |
| Hispanic-Latino | 105 | 105 | 114 | 107 | 126 | 119 | 120 |
| Native American | 4 | 4 | 3 | 4 | 3 | 4 | 4 |
| Native Hawaiian/Pacific Islander | 2 | 1 | 0 | 1 | 2 | 0 | 0 |
| Asian | 662 | 680 | 676 | 555 | 481 | 414 | 401 |
| Two or More | <u>49</u> | <u>43</u> | <u>39</u> | <u>32</u> | <u>45</u> | <u>44</u> | <u>48</u> |
| Total Minority | 906 | 911 | 914 | 780 | 726 | 667 | 652 |
| Total Non-Minority | <u>1,086</u> | <u>1,085</u> | <u>1,067</u> | <u>1,167</u> | <u>1,237</u> | <u>1,309</u> | <u>1,380</u> |
| Total Female | 1,992 | 1,996 | 1,981 | 1,947 | 1,963 | 1,976 | 2,032 |
| % Minority | 45% | 46% | 46% | 40% | 37% | 34% | 32% |
| Male | | | | | | | |
| Black | 63 | 67 | 61 | 75 | 66 | 60 | 72 |
| Hispanic-Latino | 133 | 137 | 125 | 132 | 127 | 134 | 131 |
| Native American | 1 | 2 | 3 | 8 | 5 | 4 | 6 |
| Native Hawaiian/Pacific Islander | 0 | 0 | 0 | 2 | 4 | 0 | 0 |
| Asian | 1,270 | 1,265 | 1,274 | 1,096 | 904 | 792 | 676 |
| Two or More | <u>40</u> | <u>44</u> | <u>48</u> | <u>50</u> | <u>53</u> | <u>47</u> | <u>53</u> |
| Total Minority | 1,507 | 1,515 | 1,511 | 1,363 | 1,159 | 1,037 | 938 |
| Total Non-Minority | <u>1,515</u> | <u>1,516</u> | <u>1,538</u> | <u>1,744</u> | <u>1,882</u> | <u>1,982</u> | <u>2,142</u> |
| Total Male | 3,022 | 3,031 | 3,049 | 3,107 | 3,041 | 3,019 | 3,080 |
| % Minority | 50% | 50% | 50% | 44% | 38% | 34% | 30% |
| Total Supplemental Staff | | | | | | | |
| Black | 147 | 145 | 143 | 156 | 135 | 146 | 151 |
| Hispanic-Latino | 238 | 242 | 239 | 239 | 253 | 253 | 251 |
| Native American | 5 | 6 | 6 | 12 | 8 | 8 | 10 |
| Native Hawaiian/Pacific Islander | 2 | 1 | 0 | 3 | 6 | 0 | 0 |
| Asian | 1,932 | 1,945 | 1,950 | 1,651 | 1,385 | 1,206 | 1,077 |
| Two or More | <u>89</u> | <u>87</u> | <u>87</u> | <u>82</u> | <u>98</u> | <u>91</u> | <u>101</u> |
| Total Minority | 2,413 | 2,426 | 2,425 | 2,143 | 1,885 | 1,704 | 1,590 |
| Total Non-Minority | <u>2,601</u> | <u>2,601</u> | <u>2,605</u> | <u>2,911</u> | <u>3,119</u> | <u>3,291</u> | <u>3,522</u> |
| Total | 5,014 | 5,027 | 5,030 | 5,054 | 5,004 | 4,995 | 5,112 |
| % Minority | 48% | 48% | 48% | 42% | 38% | 34% | 31% |
| % Female | 40% | 40% | 39% | 39% | 39% | 40% | 40% |
| % Male | 60% | 60% | 61% | 61% | 61% | 60% | 60% |
| Supplemental Staff by Job Family | | | | | | | |
| Graduate Student Instructor | 1,787 | 1,785 | 1,802 | 1,833 | 1,882 | 1,875 | 1,931 |
| Graduate Student Research Assistant | 1,962 | 1,927 | 1,950 | 1,923 | 1,834 | 1,794 | 1,831 |
| Graduate Student Staff Assistant | 43 | 47 | 47 | 40 | 41 | 43 | 41 |
| Supplemental Clinical Instructional | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emeritus | 64 | 56 | 67 | 75 | 81 | 83 | 83 |
| House Officers | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Research Fellows | 1,146 | 1,198 | 1,152 | 1,169 | 1,145 | 1,154 | 1,188 |
| Clinical Interns | 11 | 14 | 12 | 14 | 16 | 46 | 38 |
| Professional Specialist/Other | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>5</u> | <u>0</u> | <u>0</u> |
| Total | 5,014 | 5,027 | 5,030 | 5,054 | 5,004 | 4,995 | 5,112 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

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(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus -- Excluding Hospitals

Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Fa

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Female | | | | | | | |
| Black | 890 | 835 | 853 | 862 | 878 | 930 | 959 |
| Hispanic-Latino | 344 | 358 | 372 | 352 | 373 | 401 | 429 |
| Native American | 25 | 26 | 24 | 23 | 20 | 23 | 22 |
| Native Hawaiian/Pacific Islander | 7 | 4 | 4 | 5 | 7 | 0 | 0 |
| Asian | 1,301 | 1,303 | 1,303 | 1,202 | 1,140 | 1,097 | 1,132 |
| Two or More | <u>176</u> | <u>174</u> | <u>166</u> | <u>159</u> | <u>183</u> | <u>193</u> | <u>217</u> |
| Total Minority | 2,743 | 2,700 | 2,722 | 2,603 | 2,601 | 2,644 | 2,759 |
| Total Non-Minority | <u>7,982</u> | <u>7,791</u> | <u>7,718</u> | <u>7,828</u> | <u>7,946</u> | <u>8,072</u> | <u>8,331</u> |
| Total Female | 10,725 | 10,491 | 10,440 | 10,431 | 10,547 | 10,716 | 11,090 |
| % Minority | 26% | 26% | 26% | 25% | 25% | 25% | 25% |
| Male | | | | | | | |
| Black | 472 | 473 | 484 | 510 | 552 | 582 | 610 |
| Hispanic-Latino | 285 | 286 | 282 | 302 | 314 | 326 | 338 |
| Native American | 20 | 21 | 20 | 24 | 18 | 18 | 18 |
| Native Hawaiian/Pacific Islander | 2 | 3 | 3 | 5 | 7 | 0 | 0 |
| Asian | 1,586 | 1,581 | 1,581 | 1,417 | 1,226 | 1,131 | 1,045 |
| Two or More | <u>113</u> | <u>119</u> | <u>124</u> | <u>137</u> | <u>148</u> | <u>145</u> | <u>168</u> |
| Total Minority | 2,478 | 2,483 | 2,494 | 2,395 | 2,265 | 2,202 | 2,179 |
| Total Non-Minority | <u>5,422</u> | <u>5,452</u> | <u>5,590</u> | <u>5,929</u> | <u>6,174</u> | <u>6,400</u> | <u>6,686</u> |
| Total Male | 7,900 | 7,935 | 8,084 | 8,324 | 8,439 | 8,602 | 8,865 |
| % Minority | 31% | 31% | 31% | 29% | 27% | 26% | 25% |
| Total Regular and Supplemental Staff | | | | | | | |
| Black | 1,362 | 1,308 | 1,337 | 1,372 | 1,430 | 1,512 | 1,569 |
| Hispanic-Latino | 629 | 644 | 654 | 654 | 687 | 727 | 767 |
| Native American | 45 | 47 | 44 | 47 | 38 | 41 | 40 |
| Native Hawaiian/Pacific Islander | 9 | 7 | 7 | 10 | 14 | 0 | 0 |
| Asian | 2,887 | 2,884 | 2,884 | 2,619 | 2,366 | 2,228 | 2,177 |
| Two or More | <u>289</u> | <u>293</u> | <u>290</u> | <u>296</u> | <u>331</u> | <u>338</u> | <u>385</u> |
| Total Minority | 5,221 | 5,183 | 5,216 | 4,998 | 4,866 | 4,846 | 4,938 |
| Total Non-Minority | <u>13,404</u> | <u>13,243</u> | <u>13,308</u> | <u>13,757</u> | <u>14,120</u> | <u>14,472</u> | <u>15,017</u> |
| Total | 18,625 | 18,426 | 18,524 | 18,755 | 18,986 | 19,318 | 19,955 |
| % Minority | 28% | 28% | 28% | 27% | 26% | 25% | 25% |
| % Female | 58% | 57% | 56% | 56% | 56% | 55% | 56% |
| % Male | 42% | 43% | 44% | 44% | 44% | 45% | 44% |

Regular and Supplemental Staff by Job Family

| | | | | | | | |
|-------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Career Families | 11,735 | 11,540 | 11,652 | 11,785 | 12,007 | 12,285 | 12,747 |
| Athletics | 86 | 85 | 90 | 93 | 95 | 95 | 101 |
| Academic Administrative Ungraded | 1 | 2 | 1 | 3 | 4 | 0 | 0 |
| Service/Maintenance | 1,159 | 1,159 | 1,164 | 1,165 | 1,222 | 1,266 | 1,312 |
| Operating Engineers & Trades | 506 | 483 | 467 | 454 | 452 | 441 | 446 |
| Security/Public Safety | 88 | 94 | 90 | 172 | 174 | 174 | 213 |
| Nursing | 36 | 36 | 30 | 29 | 28 | 28 | 28 |
| Graduate Student Instructor | 1,787 | 1,785 | 1,802 | 1,833 | 1,882 | 1,875 | 1,931 |
| Graduate Student Research Assistant | 1,962 | 1,927 | 1,950 | 1,923 | 1,834 | 1,794 | 1,831 |
| Graduate Student Staff Assistant | 43 | 47 | 47 | 40 | 41 | 43 | 41 |
| Supplemental Clinical Instructional | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emeritus | 64 | 56 | 67 | 75 | 81 | 83 | 83 |
| House Officers | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Research Fellows | 1,146 | 1,198 | 1,152 | 1,169 | 1,145 | 1,154 | 1,188 |
| Clinical Interns | 11 | 14 | 12 | 14 | 16 | 46 | 38 |
| Professional Specialist/Other | 0 | 0 | 0 | 0 | 5 | 0 | 0 |
| Total | 18,625 | 18,426 | 18,524 | 18,755 | 18,986 | 19,284 | 19,959 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

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STAFF HEADCOUNTS BY GENDER, RACE/ETHNICITY & JOB FAMILY
(Using Federal Race/Ethnicity Codes)

Hospital

Regular Staff

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|----------------------------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| Female | | | | | | | |
| Black | 1,104 | 1,143 | 1,219 | 1,209 | 1,287 | 1,355 | 1,477 |
| Hispanic-Latino | 220 | 235 | 257 | 260 | 286 | 318 | 356 |
| Native American | 40 | 39 | 43 | 42 | 39 | 39 | 37 |
| Native Hawaiian/Pacific Islander | 7 | 10 | 10 | 13 | 12 | 0 | 0 |
| Asian | 409 | 426 | 452 | 460 | 491 | 545 | 579 |
| Two or More | <u>131</u> | <u>142</u> | <u>161</u> | <u>171</u> | <u>187</u> | <u>207</u> | <u>234</u> |
| Total Minority | 1,911 | 1,995 | 2,142 | 2,155 | 2,302 | 2,464 | 2,683 |
| Total Non-Minority | <u>8,863</u> | <u>9,352</u> | <u>10,131</u> | <u>10,225</u> | <u>10,610</u> | <u>10,850</u> | <u>11,219</u> |
| Total Female | 10,774 | 11,347 | 12,273 | 12,380 | 12,912 | 13,314 | 13,902 |
| % Minority | 18% | 18% | 17% | 17% | 18% | 19% | 19% |

Male

| | | | | | | | |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | 419 | 437 | 465 | 461 | 480 | 480 | 516 |
| Hispanic-Latino | 88 | 91 | 99 | 100 | 108 | 105 | 115 |
| Native American | 10 | 13 | 13 | 13 | 15 | 11 | 9 |
| Native Hawaiian/Pacific Islander | 6 | 6 | 7 | 6 | 9 | 0 | 0 |
| Asian | 130 | 138 | 146 | 146 | 157 | 183 | 189 |
| Two or More | <u>44</u> | <u>56</u> | <u>60</u> | <u>68</u> | <u>72</u> | <u>83</u> | <u>86</u> |
| Total Minority | 697 | 741 | 790 | 794 | 841 | 862 | 915 |
| Total Non-Minority | <u>2,137</u> | <u>2,302</u> | <u>2,499</u> | <u>2,474</u> | <u>2,603</u> | <u>2,617</u> | <u>2,751</u> |
| Total Male | 2,834 | 3,043 | 3,289 | 3,268 | 3,444 | 3,479 | 3,666 |
| % Minority | 25% | 24% | 24% | 24% | 24% | 25% | 25% |

Total Regular Staff

| | | | | | | | |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Black | 1,523 | 1,580 | 1,684 | 1,670 | 1,767 | 1,835 | 1,993 |
| Hispanic-Latino | 308 | 326 | 356 | 360 | 394 | 423 | 471 |
| Native American | 50 | 52 | 56 | 55 | 54 | 50 | 46 |
| Native Hawaiian/Pacific Islander | 13 | 16 | 17 | 19 | 21 | 0 | 0 |
| Asian | 539 | 564 | 598 | 606 | 648 | 728 | 768 |
| Two or More | <u>175</u> | <u>198</u> | <u>221</u> | <u>239</u> | <u>259</u> | <u>290</u> | <u>320</u> |
| Total Minority | 2,608 | 2,736 | 2,932 | 2,949 | 3,143 | 3,326 | 3,598 |
| Total Non-Minority | <u>11,000</u> | <u>11,654</u> | <u>12,630</u> | <u>12,699</u> | <u>13,213</u> | <u>13,467</u> | <u>13,970</u> |
| Total | 13,608 | 14,390 | 15,562 | 15,648 | 16,356 | 16,793 | 17,568 |
| % Minority | 19% | 19% | 19% | 19% | 19% | 20% | 20% |
| % Female | 79% | 79% | 79% | 79% | 79% | 79% | 79% |
| % Male | 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 |
| Athletics | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Academic Administrative Ungraded | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service/Maintenance | 1,118 | 1,133 | 1,235 | 1,263 | 1,292 | 1,188 | 1,245 |
| Operating Engineers & Trades | 18 | 19 | 16 | 15 | 13 | 14 | 13 |
| Security/Public Safety | 70 | 76 | 76 | 0 | 0 | 0 | 0 |
| Nursing | <u>3,935</u> | <u>3,970</u> | <u>4,454</u> | <u>4,548</u> | <u>4,780</u> | <u>4,918</u> | <u>5,149</u> |
| Total | 13,608 | 14,390 | 15,562 | 15,648 | 16,356 | 16,817 | 17,591 |

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

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(Using Federal Race/Ethnicity Codes)

Hospital

Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Female | | | | | | | |
| Black | 24 | 21 | 23 | 25 | 24 | 19 | 20 |
| Hispanic-Latino | 21 | 17 | 12 | 7 | 9 | 7 | 5 |
| Native American | 2 | 1 | 2 | 0 | 0 | 0 | 0 |
| Native Hawaiian/Pacific Islander | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Asian | 100 | 112 | 120 | 125 | 118 | 128 | 128 |
| Two or More | <u>7</u> | <u>7</u> | <u>7</u> | <u>9</u> | <u>10</u> | <u>13</u> | <u>14</u> |
| Total Minority | 154 | 159 | 164 | 166 | 161 | 167 | 167 |
| Total Non-Minority | <u>305</u> | <u>321</u> | <u>337</u> | <u>357</u> | <u>350</u> | <u>363</u> | <u>368</u> |
| Total Female | 459 | 480 | 501 | 523 | 511 | 530 | 535 |
| % Minority | 34% | 33% | 33% | 32% | 32% | 32% | 31% |
| Male | | | | | | | |
| Black | 18 | 16 | 15 | 11 | 8 | 13 | 14 |
| Hispanic-Latino | 18 | 10 | 9 | 7 | 7 | 10 | 7 |
| Native American | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian | 125 | 126 | 127 | 126 | 139 | 150 | 156 |
| Two or More | <u>7</u> | <u>8</u> | <u>9</u> | <u>11</u> | <u>11</u> | <u>9</u> | <u>14</u> |
| Total Minority | 169 | 161 | 161 | 156 | 166 | 183 | 192 |
| Total Non-Minority | <u>468</u> | <u>483</u> | <u>497</u> | <u>502</u> | <u>513</u> | <u>515</u> | <u>503</u> |
| Total Male | 637 | 644 | 658 | 658 | 679 | 698 | 695 |
| % Minority | 27% | 25% | 24% | 24% | 24% | 26% | 28% |
| Total Supplemental Staff | | | | | | | |
| Black | 42 | 37 | 38 | 36 | 32 | 32 | 34 |
| Hispanic-Latino | 39 | 27 | 21 | 14 | 16 | 17 | 12 |
| Native American | 3 | 2 | 3 | 1 | 1 | 1 | 1 |
| Native Hawaiian/Pacific Islander | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Asian | 225 | 238 | 247 | 251 | 257 | 278 | 284 |
| Two or More | <u>14</u> | <u>15</u> | <u>16</u> | <u>20</u> | <u>21</u> | <u>22</u> | <u>28</u> |
| Total Minority | 323 | 320 | 325 | 322 | 327 | 350 | 359 |
| Total Non-Minority | <u>773</u> | <u>804</u> | <u>834</u> | <u>859</u> | <u>863</u> | <u>878</u> | <u>871</u> |
| Total | 1,096 | 1,124 | 1,159 | 1,181 | 1,190 | 1,228 | 1,230 |
| % Minority | 29% | 28% | 28% | 27% | 27% | 29% | 29% |
| % Female | 42% | 43% | 43% | 44% | 43% | 43% | 43% |
| % Male | 58% | 57% | 57% | 56% | 57% | 57% | 57% |
| Supplemental Staff by Job Family | | | | | | | |
| Graduate Student Instructor | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Graduate Student Research Assistant | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Graduate Student Staff Assistant | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supplemental Clinical Instructional | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emeritus | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| House Officers | 1,094 | 1,123 | 1,154 | 1,181 | 1,189 | 1,228 | 1,227 |
| Research Fellows | 2 | 1 | 5 | 0 | 1 | 0 | 0 |
| Clinical Interns | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Health Care Associates | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professional Specialist/Other | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 1,096 | 1,124 | 1,159 | 1,181 | 1,190 | 1,228 | 1,228 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

Ann Arbor Campus and Hospital 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)

Hospital

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

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|----------------------------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| Female | | | | | | | |
| Black | 1,128 | 1,164 | 1,242 | 1,234 | 1,311 | 1,374 | 1,497 |
| Hispanic-Latino | 241 | 252 | 269 | 267 | 295 | 325 | 361 |
| Native American | 42 | 40 | 45 | 42 | 39 | 39 | 37 |
| Native Hawaiian/Pacific Islander | 7 | 11 | 10 | 13 | 12 | 0 | 0 |
| Asian | 509 | 538 | 572 | 585 | 609 | 673 | 707 |
| Two or More | <u>138</u> | <u>149</u> | <u>168</u> | <u>180</u> | <u>197</u> | <u>220</u> | <u>248</u> |
| Total Minority | 2,065 | 2,154 | 2,306 | 2,321 | 2,463 | 2,631 | 2,850 |
| Total Non-Minority | <u>9,168</u> | <u>9,673</u> | <u>10,468</u> | <u>10,582</u> | <u>10,960</u> | <u>11,213</u> | <u>11,587</u> |
| Total Female | 11,233 | 11,827 | 12,774 | 12,903 | 13,423 | 13,844 | 14,437 |
| % Minority | 18% | 18% | 18% | 18% | 18% | 19% | 20% |

| | | | | | | | |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | | | | | | | |
| Black | 437 | 453 | 480 | 472 | 488 | 493 | 530 |
| Hispanic-Latino | 106 | 101 | 108 | 107 | 115 | 115 | 122 |
| Native American | 11 | 14 | 14 | 14 | 16 | 12 | 10 |
| Native Hawaiian/Pacific Islander | 6 | 6 | 7 | 6 | 9 | 0 | 0 |
| Asian | 255 | 264 | 273 | 272 | 296 | 333 | 345 |
| Two or More | <u>51</u> | <u>64</u> | <u>69</u> | <u>79</u> | <u>83</u> | <u>92</u> | <u>100</u> |
| Total Minority | 866 | 902 | 951 | 950 | 1,007 | 1,045 | 1,107 |
| Total Non-Minority | <u>2,605</u> | <u>2,785</u> | <u>2,996</u> | <u>2,976</u> | <u>3,116</u> | <u>3,132</u> | <u>3,254</u> |
| Total Male | 3,471 | 3,687 | 3,947 | 3,926 | 4,123 | 4,177 | 4,361 |
| % Minority | 25% | 24% | 24% | 24% | 24% | 25% | 25% |

| Total Regular and Supplemental Staff | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Black | 1,565 | 1,617 | 1,722 | 1,706 | 1,799 | 1,867 | 2,027 |
| Hispanic-Latino | 347 | 353 | 377 | 374 | 410 | 440 | 483 |
| Native American | 53 | 54 | 59 | 56 | 55 | 51 | 47 |
| Native Hawaiian/Pacific Islander | 13 | 17 | 17 | 19 | 21 | 0 | 0 |
| Asian | 764 | 802 | 845 | 857 | 905 | 1,006 | 1,052 |
| Two or More | <u>189</u> | <u>213</u> | <u>237</u> | <u>259</u> | <u>280</u> | <u>312</u> | <u>348</u> |
| Total Minority | 2,931 | 3,056 | 3,257 | 3,271 | 3,470 | 3,676 | 3,957 |
| Total Non-Minority | <u>11,773</u> | <u>12,458</u> | <u>13,464</u> | <u>13,558</u> | <u>14,076</u> | <u>14,345</u> | <u>14,841</u> |
| Total | 14,704 | 15,514 | 16,721 | 16,829 | 17,546 | 18,021 | 18,798 |
| % Minority | 20% | 20% | 19% | 19% | 20% | 20% | 21% |
| % Female | 76% | 76% | 76% | 77% | 77% | 77% | 77% |
| % Male | 24% | 24% | 24% | 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 |
| Athletics | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Academic Administrative Ungraded | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service/Maintenance | 1,118 | 1,133 | 1,235 | 1,263 | 1,292 | 1,188 | 1,245 |
| Operating Engineers & Trades | 18 | 19 | 16 | 15 | 13 | 14 | 13 |
| Security/Public Safety | 70 | 76 | 76 | 0 | 0 | 0 | 0 |
| Nursing | 3,935 | 3,970 | 4,454 | 4,548 | 4,780 | 4,918 | 5,149 |
| Graduate Student Instructor | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Graduate Student Research Assistant | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Graduate Student Staff Assistant | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emeritus | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| House Officers | 1,094 | 1,123 | 1,154 | 1,181 | 1,189 | 1,228 | 1,227 |
| Research Fellows | 2 | 1 | 5 | 0 | 1 | 0 | 0 |
| Clinical Interns | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professional Specialist/Other | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total | 14,704 | 15,514 | 16,721 | 16,829 | 17,546 | 18,045 | 18,819 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

Ann Arbor Campus and Hospital appointments are based on the job location of the employee's primary appointment.

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

Ann Arbor Campus, Including Hospitals

Regular Staff (Excluding Supplemental)

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Female | | | | | | | |
| Black | 1,910 | 1,900 | 1,990 | 1,990 | 2,096 | 2,199 | 2,357 |
| Hispanic-Latino | 459 | 488 | 515 | 505 | 533 | 600 | 665 |
| Native American | 61 | 61 | 64 | 61 | 56 | 58 | 55 |
| Native Hawaiian/Pacific Islander | 12 | 13 | 14 | 17 | 17 | 0 | 0 |
| Asian | 1,048 | 1,049 | 1,079 | 1,107 | 1,150 | 1,228 | 1,310 |
| Two or More | <u>258</u> | <u>273</u> | <u>288</u> | <u>298</u> | <u>325</u> | <u>356</u> | <u>403</u> |
| Total Minority | 3,748 | 3,784 | 3,950 | 3,978 | 4,177 | 4,441 | 4,790 |
| Total Non-Minority | <u>15,759</u> | <u>16,058</u> | <u>16,782</u> | <u>16,886</u> | <u>17,319</u> | <u>17,613</u> | <u>18,170</u> |
| Total Female | 19,507 | 19,842 | 20,732 | 20,864 | 21,496 | 22,054 | 22,960 |
| % Minority | 19% | 19% | 19% | 19% | 19% | 20% | 21% |

| | | | | | | | |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | | | | | | | |
| Black | 828 | 843 | 888 | 896 | 966 | 1,002 | 1,054 |
| Hispanic-Latino | 240 | 240 | 256 | 270 | 295 | 297 | 322 |
| Native American | 29 | 32 | 30 | 29 | 28 | 25 | 21 |
| Native Hawaiian/Pacific Islander | 8 | 9 | 10 | 9 | 12 | 0 | 0 |
| Asian | 446 | 454 | 453 | 467 | 479 | 522 | 558 |
| Two or More | <u>117</u> | <u>131</u> | <u>136</u> | <u>155</u> | <u>167</u> | <u>181</u> | <u>201</u> |
| Total Minority | 1,668 | 1,709 | 1,773 | 1,826 | 1,947 | 2,027 | 2,156 |
| Total Non-Minority | <u>6,044</u> | <u>6,238</u> | <u>6,551</u> | <u>6,659</u> | <u>6,895</u> | <u>7,035</u> | <u>7,295</u> |
| Total Male | 7,712 | 7,947 | 8,324 | 8,485 | 8,842 | 9,062 | 9,451 |
| % Minority | 22% | 22% | 21% | 22% | 22% | 22% | 23% |

Total Regular Staff (Excludes Supplemental)

| | | | | | | | |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Black | 2,738 | 2,743 | 2,878 | 2,886 | 3,062 | 3,201 | 3,411 |
| Hispanic-Latino | 699 | 728 | 771 | 775 | 828 | 897 | 987 |
| Native American | 90 | 93 | 94 | 90 | 84 | 83 | 76 |
| Native Hawaiian/Pacific Islander | 20 | 22 | 24 | 26 | 29 | 0 | 0 |
| Asian | 1,494 | 1,503 | 1,532 | 1,574 | 1,629 | 1,750 | 1,868 |
| Two or More | <u>375</u> | <u>404</u> | <u>424</u> | <u>453</u> | <u>492</u> | <u>537</u> | <u>604</u> |
| Total Minority | 5,416 | 5,493 | 5,723 | 5,804 | 6,124 | 6,468 | 6,946 |
| Total Non-Minority | <u>21,803</u> | <u>22,296</u> | <u>23,333</u> | <u>23,545</u> | <u>24,214</u> | <u>24,648</u> | <u>25,465</u> |
| Total | 27,219 | 27,789 | 29,056 | 29,349 | 30,338 | 31,116 | 32,411 |
| % Minority | 20% | 20% | 20% | 20% | 20% | 21% | 21% |
| % Female | 72% | 71% | 71% | 71% | 71% | 71% | 71% |
| % Male | 28% | 29% | 29% | 29% | 29% | 29% | 29% |

Regular Staff (Excludes Supplemental) by Job Family

| | | | | | | | |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Career Families | 20,202 | 20,732 | 21,433 | 21,607 | 22,278 | 22,982 | 23,931 |
| Athletics | 86 | 85 | 90 | 93 | 95 | 95 | 101 |
| Academic Administrative Ungraded | 1 | 2 | 1 | 3 | 4 | 0 | 0 |
| Service/Maintenance | 2,277 | 2,292 | 2,399 | 2,428 | 2,514 | 2,454 | 2,557 |
| Operating Engineers & Trades | 524 | 502 | 483 | 469 | 465 | 455 | 459 |
| Security/Public Safety | 158 | 170 | 166 | 172 | 174 | 174 | 213 |
| Nursing | <u>3,971</u> | <u>4,006</u> | <u>4,484</u> | <u>4,577</u> | <u>4,808</u> | <u>4,946</u> | <u>5,177</u> |
| Total | 27,219 | 27,789 | 29,056 | 29,349 | 30,338 | 31,106 | 32,438 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

Ann Arbor Campus and Hospital 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

Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Female | | | | | | | |
| Black | 108 | 99 | 105 | 106 | 93 | 105 | 99 |
| Hispanic-Latino | 126 | 122 | 126 | 114 | 135 | 126 | 125 |
| Native American | 6 | 5 | 5 | 4 | 3 | 4 | 4 |
| Native Hawaiian/Pacific Islander | 2 | 2 | 0 | 1 | 2 | 0 | 0 |
| Asian | 762 | 792 | 796 | 680 | 599 | 542 | 529 |
| Two or More | <u>56</u> | <u>50</u> | <u>46</u> | <u>41</u> | <u>55</u> | <u>57</u> | <u>62</u> |
| Total Minority | 1,060 | 1,070 | 1,078 | 946 | 887 | 834 | 819 |
| Total Non-Minority | <u>1,391</u> | <u>1,406</u> | <u>1,404</u> | <u>1,524</u> | <u>1,587</u> | <u>1,672</u> | <u>1,748</u> |
| Total Female | 2,451 | 2,476 | 2,482 | 2,470 | 2,474 | 2,506 | 2,567 |
| % Minority | 43% | 43% | 43% | 38% | 36% | 33% | 32% |
| Male | | | | | | | |
| Black | 81 | 83 | 76 | 86 | 74 | 73 | 86 |
| Hispanic-Latino | 151 | 147 | 134 | 139 | 134 | 144 | 138 |
| Native American | 2 | 3 | 4 | 9 | 6 | 5 | 7 |
| Native Hawaiian/Pacific Islander | 0 | 0 | 0 | 2 | 4 | 0 | 0 |
| Asian | 1,395 | 1,391 | 1,401 | 1,222 | 1,043 | 942 | 832 |
| Two or More | <u>47</u> | <u>52</u> | <u>57</u> | <u>61</u> | <u>64</u> | <u>56</u> | <u>67</u> |
| Total Minority | 1,676 | 1,676 | 1,672 | 1,519 | 1,325 | 1,220 | 1,130 |
| Total Non-Minority | <u>1,983</u> | <u>1,999</u> | <u>2,035</u> | <u>2,246</u> | <u>2,395</u> | <u>2,497</u> | <u>2,645</u> |
| Total Male | 3,659 | 3,675 | 3,707 | 3,765 | 3,720 | 3,717 | 3,775 |
| % Minority | 46% | 46% | 45% | 40% | 36% | 33% | 30% |
| Total Supplemental Staff | | | | | | | |
| Black | 189 | 182 | 181 | 192 | 167 | 178 | 185 |
| Hispanic-Latino | 277 | 269 | 260 | 253 | 269 | 270 | 263 |
| Native American | 8 | 8 | 9 | 13 | 9 | 9 | 11 |
| Native Hawaiian/Pacific Islander | 2 | 2 | 0 | 3 | 6 | 0 | 0 |
| Asian | 2,157 | 2,183 | 2,197 | 1,902 | 1,642 | 1,484 | 1,361 |
| Two or More | <u>103</u> | <u>102</u> | <u>103</u> | <u>102</u> | <u>119</u> | <u>113</u> | <u>129</u> |
| Total Minority | 2,736 | 2,746 | 2,750 | 2,465 | 2,212 | 2,054 | 1,949 |
| Total Non-Minority | <u>3,374</u> | <u>3,405</u> | <u>3,439</u> | <u>3,770</u> | <u>3,982</u> | <u>4,169</u> | <u>4,393</u> |
| Total | 6,110 | 6,151 | 6,189 | 6,235 | 6,194 | 6,223 | 6,342 |
| % Minority | 45% | 45% | 44% | 40% | 36% | 33% | 31% |
| % Female | 40% | 40% | 40% | 40% | 40% | 40% | 40% |
| % Male | 60% | 60% | 60% | 60% | 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 |
| Graduate Student Research Assistant | 1,962 | 1,927 | 1,950 | 1,923 | 1,834 | 1,794 | 1,831 |
| Graduate Student Staff Assistant | 43 | 47 | 47 | 40 | 41 | 43 | 41 |
| Supplemental Clinical Instructional | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emeritus | 64 | 56 | 67 | 75 | 81 | 83 | 83 |
| House Officers | 1,094 | 1,123 | 1,154 | 1,181 | 1,189 | 1,228 | 1,227 |
| Research Fellows | 1,148 | 1,199 | 1,157 | 1,169 | 1,146 | 1,154 | 1,188 |
| Clinical Interns | 11 | 14 | 12 | 14 | 16 | 46 | 39 |
| Professional Specialist/Other | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>5</u> | <u>0</u> | <u>0</u> |
| Total | 6,110 | 6,151 | 6,189 | 6,235 | 6,194 | 6,223 | 6,340 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

Ann Arbor Campus and Hospital 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

Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with F

| | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Female | | | | | | | |
| Black | 2,018 | 1,999 | 2,095 | 2,096 | 2,189 | 2,304 | 2,456 |
| Hispanic-Latino | 585 | 610 | 641 | 619 | 668 | 726 | 790 |
| Native American | 67 | 66 | 69 | 65 | 59 | 62 | 59 |
| Native Hawaiian/Pacific Islander | 14 | 15 | 14 | 18 | 19 | 0 | 0 |
| Asian | 1,810 | 1,841 | 1,875 | 1,787 | 1,749 | 1,770 | 1,839 |
| Two or More | <u>314</u> | <u>323</u> | <u>334</u> | <u>339</u> | <u>380</u> | <u>413</u> | <u>465</u> |
| Total Minority | 4,808 | 4,854 | 5,028 | 4,924 | 5,064 | 5,275 | 5,609 |
| Total Non-Minority | <u>17,150</u> | <u>17,464</u> | <u>18,186</u> | <u>18,410</u> | <u>18,906</u> | <u>19,285</u> | <u>19,918</u> |
| Total Female | <u>21,958</u> | <u>22,318</u> | <u>23,214</u> | <u>23,334</u> | <u>23,970</u> | <u>24,560</u> | <u>25,527</u> |
| % Minority | 22% | 22% | 22% | 21% | 21% | 21% | 22% |
| Male | | | | | | | |
| Black | 909 | 926 | 964 | 982 | 1,040 | 1,075 | 1,140 |
| Hispanic-Latino | 391 | 387 | 390 | 409 | 429 | 441 | 460 |
| Native American | 31 | 35 | 34 | 38 | 34 | 30 | 28 |
| Native Hawaiian/Pacific Islander | 8 | 9 | 10 | 11 | 16 | 0 | 0 |
| Asian | 1,841 | 1,845 | 1,854 | 1,689 | 1,522 | 1,464 | 1,390 |
| Two or More | 164 | 183 | 193 | 216 | 231 | 237 | 268 |
| Total Minority | 3,344 | 3,385 | 3,445 | 3,345 | 3,272 | 3,247 | 3,286 |
| Total Non-Minority | <u>8,027</u> | <u>8,237</u> | <u>8,586</u> | <u>8,905</u> | <u>9,290</u> | <u>9,532</u> | <u>9,940</u> |
| Total Male | 11,371 | 11,622 | 12,031 | 12,250 | 12,562 | 12,779 | 13,226 |
| % Minority | 29% | 29% | 29% | 27% | 26% | 25% | 25% |
| Total Regular and Supplemental Staff | | | | | | | |
| Black | 2,927 | 2,925 | 3,059 | 3,078 | 3,229 | 3,379 | 3,596 |
| Hispanic-Latino | 976 | 997 | 1,031 | 1,028 | 1,097 | 1,167 | 1,250 |
| Native American | 98 | 101 | 103 | 103 | 93 | 92 | 87 |
| Native Hawaiian/Pacific Islander | 22 | 24 | 24 | 29 | 35 | 0 | 0 |
| Asian | 3,651 | 3,686 | 3,729 | 3,476 | 3,271 | 3,234 | 3,229 |
| Two or More | <u>478</u> | <u>506</u> | <u>527</u> | <u>555</u> | <u>611</u> | <u>650</u> | <u>733</u> |
| Total Minority | 8,152 | 8,239 | 8,473 | 8,269 | 8,336 | 8,522 | 8,895 |
| Total Non-Minority | <u>25,177</u> | <u>25,701</u> | <u>26,772</u> | <u>27,315</u> | <u>28,196</u> | <u>28,817</u> | <u>29,858</u> |
| Total | 33,329 | 33,940 | 35,245 | 35,584 | 36,532 | 37,339 | 38,753 |
| % Minority | 24% | 24% | 24% | 23% | 23% | 23% | 23% |
| % Female | 66% | 66% | 66% | 66% | 66% | 66% | 66% |
| % Male | 34% | 34% | 34% | 34% | 34% | 34% | 34% |

Regular and Supplemental Staff by Job Family

| | | | | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|----------|----------|
| Career Families | 20,202 | 20,732 | 21,433 | 21,607 | 22,278 | 22,982 | 23,931 |
| Athletics | 86 | 85 | 90 | 93 | 95 | 95 | 101 |
| Academic Administrative Ungraded | 1 | 2 | 1 | 3 | 4 | 0 | 0 |
| Service/Maintenance | 2,277 | 2,292 | 2,399 | 2,428 | 2,514 | 2,454 | 2,557 |
| Operating Engineers & Trades | 524 | 502 | 483 | 469 | 465 | 455 | 459 |
| Security/Public Safety | 158 | 170 | 166 | 172 | 174 | 174 | 213 |
| Nursing | 3,971 | 4,006 | 4,484 | 4,577 | 4,808 | 4,946 | 5,177 |
| Graduate Student Instructor | 1,787 | 1,785 | 1,802 | 1,833 | 1,882 | 1,875 | 1,931 |
| Graduate Student Research Assistant | 1,962 | 1,927 | 1,950 | 1,923 | 1,834 | 1,794 | 1,831 |
| Graduate Student Staff Assistant | 43 | 47 | 47 | 40 | 41 | 43 | 41 |
| Supplemental Clinical Instructional | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emeritus | 64 | 56 | 67 | 75 | 81 | 83 | 83 |
| House Officers | 1,094 | 1,123 | 1,154 | 1,181 | 1,189 | 1,228 | 1,227 |
| Research Fellows | 1,148 | 1,199 | 1,157 | 1,169 | 1,146 | 1,154 | 1,188 |
| Clinical Interns | 11 | 14 | 12 | 14 | 16 | 46 | 39 |
| Professional Specialist/Other | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>5</u> | <u>0</u> | <u>0</u> |
| Total | 33,329 | 33,940 | 35,245 | 35,584 | 38,824 | 37,329 | 38,778 |

Source: Human Resource Snapshot data set as of November 1st 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 for the relevant year (see Faculty Headcount-UM HR Definitions).

Ann Arbor Campus and Hospital 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.