

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>
Female						
Black	806	757	771	781	809	844
Hispanic-Latino	239	253	258	245	247	282
Native American	21	22	21	19	17	19
Native Hawaiian/Pacific Islander	5	3	4	4	5	0
Asian	639	623	627	647	659	683
Two or More	<u>127</u>	<u>131</u>	<u>127</u>	<u>127</u>	<u>138</u>	<u>149</u>
Total Minority	1,837	1,789	1,808	1,823	1,875	1,977
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>
Total Female	8,733	8,495	8,459	8,484	8,584	8,740
% Minority	21%	21%	21%	21%	22%	23%

Male

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

Total Regular Staff

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

Regular Staff by Job Family

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

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>
Female						
Black	84	78	82	81	69	86
Hispanic-Latino	105	105	114	107	126	119
Native American	4	4	3	4	3	4
Native Hawaiian/Pacific Islander	2	1	0	1	2	0
Asian	662	680	676	555	481	414
Two or More	<u>49</u>	<u>43</u>	<u>39</u>	<u>32</u>	<u>45</u>	<u>44</u>
Total Minority	906	911	914	780	726	667
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>
Total Female	<u>1,992</u>	<u>1,996</u>	<u>1,981</u>	<u>1,947</u>	<u>1,963</u>	<u>1,976</u>
% Minority	45%	46%	46%	40%	37%	34%
Male						
Black	63	67	61	75	66	60
Hispanic-Latino	133	137	125	132	127	134
Native American	1	2	3	8	5	4
Native Hawaiian/Pacific Islander	0	0	0	2	4	0
Asian	1,270	1,265	1,274	1,096	904	792
Two or More	<u>40</u>	<u>44</u>	<u>48</u>	<u>50</u>	<u>53</u>	<u>47</u>
Total Minority	1,507	1,515	1,511	1,363	1,159	1,037
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>
Total Male	<u>3,022</u>	<u>3,031</u>	<u>3,049</u>	<u>3,107</u>	<u>3,041</u>	<u>3,019</u>
% Minority	50%	50%	50%	44%	38%	34%
Total Supplemental Staff						
Black	147	145	143	156	135	146
Hispanic-Latino	238	242	239	239	253	253
Native American	5	6	6	12	8	8
Native Hawaiian/Pacific Islander	2	1	0	3	6	0
Asian	1,932	1,945	1,950	1,651	1,385	1,206
Two or More	<u>89</u>	<u>87</u>	<u>87</u>	<u>82</u>	<u>98</u>	<u>91</u>
Total Minority	2,413	2,426	2,425	2,143	1,885	1,704
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>
Total	<u>5,014</u>	<u>5,027</u>	<u>5,030</u>	<u>5,054</u>	<u>5,004</u>	<u>4,995</u>
% Minority	48%	48%	48%	42%	38%	34%
% Female	40%	40%	39%	39%	39%	40%
% Male	60%	60%	61%	61%	61%	60%
Supplemental Staff by Job Family						
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794
Graduate Student Staff Assistant	43	47	47	40	41	43
Supplemental Clinical Instructional	1	0	0	0	0	0
Emeritus	64	56	67	75	81	83
House Officers	0	0	0	0	0	0
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154
Clinical Interns	11	14	12	14	16	46
Professional Specialist/Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>0</u>
Total	<u>5,014</u>	<u>5,027</u>	<u>5,030</u>	<u>5,054</u>	<u>5,004</u>	<u>4,995</u>

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 -- Excluding Hospitals

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>
Female						
Black	890	835	853	862	878	930
Hispanic-Latino	344	358	372	352	373	401
Native American	25	26	24	23	20	23
Native Hawaiian/Pacific Islander	7	4	4	5	7	0
Asian	1,301	1,303	1,303	1,202	1,140	1,097
Two or More	<u>176</u>	<u>174</u>	<u>166</u>	<u>159</u>	<u>183</u>	<u>193</u>
Total Minority	2,743	2,700	2,722	2,603	2,601	2,644
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>
Total Female	10,725	10,491	10,440	10,431	10,547	10,716
% Minority	26%	26%	26%	25%	25%	25%
Male						
Black	472	473	484	510	552	582
Hispanic-Latino	285	286	282	302	314	326
Native American	20	21	20	24	18	18
Native Hawaiian/Pacific Islander	2	3	3	5	7	0
Asian	1,586	1,581	1,581	1,417	1,226	1,131
Two or More	<u>113</u>	<u>119</u>	<u>124</u>	<u>137</u>	<u>148</u>	<u>145</u>
Total Minority	2,478	2,483	2,494	2,395	2,265	2,202
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>
Total Male	7,900	7,935	8,084	8,324	8,439	8,602
% Minority	31%	31%	31%	29%	27%	26%
Total Regular and Supplemental Staff						
Black	1,362	1,308	1,337	1,372	1,430	1,512
Hispanic-Latino	629	644	654	654	687	727
Native American	45	47	44	47	38	41
Native Hawaiian/Pacific Islander	9	7	7	10	14	0
Asian	2,887	2,884	2,884	2,619	2,366	2,228
Two or More	<u>289</u>	<u>293</u>	<u>290</u>	<u>296</u>	<u>331</u>	<u>338</u>
Total Minority	5,221	5,183	5,216	4,998	4,866	4,846
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>
Total	18,625	18,426	18,524	18,755	18,986	19,318
% Minority	28%	28%	28%	27%	26%	25%
% Female	58%	57%	56%	56%	56%	55%
% Male	42%	43%	44%	44%	44%	45%
Regular and Supplemental Staff by Job Family						
Career Families	11,735	11,540	11,652	11,785	12,007	12,285
Athletics	86	85	90	93	95	95
Academic Administrative Ungraded	1	2	1	3	4	0
Service/Maintenance	1,159	1,159	1,164	1,165	1,222	1,266
Operating Engineers & Trades	506	483	467	454	452	441
Security/Public Safety	88	94	90	172	174	174
Nursing	36	36	30	29	28	28
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794
Graduate Student Staff Assistant	43	47	47	40	41	43
Supplemental Clinical Instructional	1	0	0	0	0	0
Emeritus	64	56	67	75	81	83
House Officers	0	0	0	0	0	0
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154
Clinical Interns	11	14	12	14	16	46
Professional Specialist/Other	0	0	0	0	5	0
Total	18,625	18,426	18,524	18,755	18,986	19,284

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

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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>
Female						
Black	1,104	1,143	1,219	1,209	1,287	1,355
Hispanic-Latino	220	235	257	260	286	318
Native American	40	39	43	42	39	39
Native Hawaiian/Pacific Islander	7	10	10	13	12	0
Asian	409	426	452	460	491	545
Two or More	<u>131</u>	<u>142</u>	<u>161</u>	<u>171</u>	<u>187</u>	<u>207</u>
Total Minority	1,911	1,995	2,142	2,155	2,302	2,464
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>
Total Female	10,774	11,347	12,273	12,380	12,912	13,314
% Minority	18%	18%	17%	17%	18%	19%

Male

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

Total Regular Staff

Black	1,523	1,580	1,684	1,670	1,767	1,835
Hispanic-Latino	308	326	356	360	394	423
Native American	50	52	56	55	54	50
Native Hawaiian/Pacific Islander	13	16	17	19	21	0
Asian	539	564	598	606	648	728
Two or More	<u>175</u>	<u>198</u>	<u>221</u>	<u>239</u>	<u>259</u>	<u>290</u>
Total Minority	2,608	2,736	2,932	2,949	3,143	3,326
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>
Total	13,608	14,390	15,562	15,648	16,356	16,793
% Minority	19%	19%	19%	19%	19%	20%
% Female	79%	79%	79%	79%	79%	79%
% Male	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
Athletics	0	0	0	0	0	0
Academic Administrative Ungraded	0	0	0	0	0	0
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188
Operating Engineers & Trades	18	19	16	15	13	14
Security/Public Safety	70	76	76	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>
Total	13,608	14,390	15,562	15,648	16,356	16,817

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>
Female						
Black	24	21	23	25	24	19
Hispanic-Latino	21	17	12	7	9	7
Native American	2	1	2	0	0	0
Native Hawaiian/Pacific Islander	0	1	0	0	0	0
Asian	100	112	120	125	118	128
Two or More	<u>7</u>	<u>7</u>	<u>7</u>	<u>9</u>	<u>10</u>	<u>13</u>
Total Minority	154	159	164	166	161	167
Total Non-Minority	<u>305</u>	<u>321</u>	<u>337</u>	<u>357</u>	<u>350</u>	<u>363</u>
Total Female	459	480	501	523	511	530
% Minority	34%	33%	33%	32%	32%	32%
Male						
Black	18	16	15	11	8	13
Hispanic-Latino	18	10	9	7	7	10
Native American	1	1	1	1	1	1
Native Hawaiian/Pacific Islander	0	0	0	0	0	0
Asian	125	126	127	126	139	150
Two or More	<u>7</u>	<u>8</u>	<u>9</u>	<u>11</u>	<u>11</u>	<u>9</u>
Total Minority	169	161	161	156	166	183
Total Non-Minority	<u>468</u>	<u>483</u>	<u>497</u>	<u>502</u>	<u>513</u>	<u>515</u>
Total Male	637	644	658	658	679	698
% Minority	27%	25%	24%	24%	24%	26%
Total Supplemental Staff						
Black	42	37	38	36	32	32
Hispanic-Latino	39	27	21	14	16	17
Native American	3	2	3	1	1	1
Native Hawaiian/Pacific Islander	0	1	0	0	0	0
Asian	225	238	247	251	257	278
Two or More	<u>14</u>	<u>15</u>	<u>16</u>	<u>20</u>	<u>21</u>	<u>22</u>
Total Minority	323	320	325	322	327	350
Total Non-Minority	<u>773</u>	<u>804</u>	<u>834</u>	<u>859</u>	<u>863</u>	<u>878</u>
Total	1,096	1,124	1,159	1,181	1,190	1,228
% Minority	29%	28%	28%	27%	27%	29%
% Female	42%	43%	43%	44%	43%	43%
% Male	58%	57%	57%	56%	57%	57%

Supplemental Staff by Job Family

Graduate Student Instructor	0	0	0	0	0	0
Graduate Student Research Assistant	0	0	0	0	0	0
Graduate Student Staff Assistant	0	0	0	0	0	0
Supplemental Clinical Instructional	0	0	0	0	0	0
Emeritus	0	0	0	0	0	0
House Officers	1,094	1,123	1,154	1,181	1,189	1,228
Research Fellows	2	1	5	0	1	0
Clinical Interns	0	0	0	0	0	0
Health Care Associates	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>
Total	1,096	1,124	1,159	1,181	1,190	1,228

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

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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>
Female						
Black	1,128	1,164	1,242	1,234	1,311	1,374
Hispanic-Latino	241	252	269	267	295	325
Native American	42	40	45	42	39	39
Native Hawaiian/Pacific Islander	7	11	10	13	12	0
Asian	509	538	572	585	609	673
Two or More	<u>138</u>	<u>149</u>	<u>168</u>	<u>180</u>	<u>197</u>	<u>220</u>
Total Minority	2,065	2,154	2,306	2,321	2,463	2,631
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>
Total Female	11,233	11,827	12,774	12,903	13,423	13,844
% Minority	18%	18%	18%	18%	18%	19%
Male						
Black	437	453	480	472	488	493
Hispanic-Latino	106	101	108	107	115	115
Native American	11	14	14	14	16	12
Native Hawaiian/Pacific Islander	6	6	7	6	9	0
Asian	255	264	273	272	296	333
Two or More	<u>51</u>	<u>64</u>	<u>69</u>	<u>79</u>	<u>83</u>	<u>92</u>
Total Minority	866	902	951	950	1,007	1,045
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>
Total Male	3,471	3,687	3,947	3,926	4,123	4,177
% Minority	25%	24%	24%	24%	24%	25%
Total Regular and Supplemental Staff						
Black	1,565	1,617	1,722	1,706	1,799	1,867
Hispanic-Latino	347	353	377	374	410	440
Native American	53	54	59	56	55	51
Native Hawaiian/Pacific Islander	13	17	17	19	21	0
Asian	764	802	845	857	905	1,006
Two or More	<u>189</u>	<u>213</u>	<u>237</u>	<u>259</u>	<u>280</u>	<u>312</u>
Total Minority	2,931	3,056	3,257	3,271	3,470	3,676
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>
Total	14,704	15,514	16,721	16,829	17,546	18,021
% Minority	20%	20%	19%	19%	20%	20%
% Female	76%	76%	76%	77%	77%	77%
% Male	24%	24%	24%	23%	23%	23%

Regular and Supplemental Staff by Job Family

Career Families	8,467	9,192	9,781	9,822	10,271	10,697
Athletics	0	0	0	0	0	0
Academic Administrative Ungraded	0	0	0	0	0	0
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188
Operating Engineers & Trades	18	19	16	15	13	14
Security/Public Safety	70	76	76	0	0	0
Nursing	3,935	3,970	4,454	4,548	4,780	4,918
Graduate Student Instructor	0	0	0	0	0	0
Graduate Student Research Assistant	0	0	0	0	0	0
Graduate Student Staff Assistant	0	0	0	0	0	0
Emeritus	0	0	0	0	0	0
House Officers	1,094	1,123	1,154	1,181	1,189	1,228
Research Fellows	2	1	5	0	1	0
Clinical Interns	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>
Total	14,704	15,514	16,721	16,829	17,546	18,045

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>
Female						
Black	1,910	1,900	1,990	1,990	2,096	2,199
Hispanic-Latino	459	488	515	505	533	600
Native American	61	61	64	61	56	58
Native Hawaiian/Pacific Islander	12	13	14	17	17	0
Asian	1,048	1,049	1,079	1,107	1,150	1,228
Two or More	<u>258</u>	<u>273</u>	<u>288</u>	<u>298</u>	<u>325</u>	<u>356</u>
Total Minority	3,748	3,784	3,950	3,978	4,177	4,441
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>
Total Female	19,507	19,842	20,732	20,864	21,496	22,054
% Minority	19%	19%	19%	19%	19%	20%

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

Total Regular Staff (Excludes Supplemental)

Black	2,738	2,743	2,878	2,886	3,062	3,201
Hispanic-Latino	699	728	771	775	828	897
Native American	90	93	94	90	84	83
Native Hawaiian/Pacific Islander	20	22	24	26	29	0
Asian	1,494	1,503	1,532	1,574	1,629	1,750
Two or More	<u>375</u>	<u>404</u>	<u>424</u>	<u>453</u>	<u>492</u>	<u>537</u>
Total Minority	5,416	5,493	5,723	5,804	6,124	6,468
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>
Total	27,219	27,789	29,056	29,349	30,338	31,116
% Minority	20%	20%	20%	20%	20%	21%
% Female	72%	71%	71%	71%	71%	71%
% Male	28%	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
Athletics	86	85	90	93	95	95
Academic Administrative Ungraded	1	2	1	3	4	0
Service/Maintenance	2,277	2,292	2,399	2,428	2,514	2,454
Operating Engineers & Trades	524	502	483	469	465	455
Security/Public Safety	158	170	166	172	174	174
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>
Total	27,219	27,789	29,056	29,349	30,338	31,106

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>
Female						
Black	108	99	105	106	93	105
Hispanic-Latino	126	122	126	114	135	126
Native American	6	5	5	4	3	4
Native Hawaiian/Pacific Islander	2	2	0	1	2	0
Asian	762	792	796	680	599	542
Two or More	<u>56</u>	<u>50</u>	<u>46</u>	<u>41</u>	<u>55</u>	<u>57</u>
Total Minority	1,060	1,070	1,078	946	887	834
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>
Total Female	<u>2,451</u>	<u>2,476</u>	<u>2,482</u>	<u>2,470</u>	<u>2,474</u>	<u>2,506</u>
% Minority	43%	43%	43%	38%	36%	33%
Male						
Black	81	83	76	86	74	73
Hispanic-Latino	151	147	134	139	134	144
Native American	2	3	4	9	6	5
Native Hawaiian/Pacific Islander	0	0	0	2	4	0
Asian	1,395	1,391	1,401	1,222	1,043	942
Two or More	<u>47</u>	<u>52</u>	<u>57</u>	<u>61</u>	<u>64</u>	<u>56</u>
Total Minority	1,676	1,676	1,672	1,519	1,325	1,220
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>
Total Male	<u>3,659</u>	<u>3,675</u>	<u>3,707</u>	<u>3,765</u>	<u>3,720</u>	<u>3,717</u>
% Minority	46%	46%	45%	40%	36%	33%
Total Supplemental Staff						
Black	189	182	181	192	167	178
Hispanic-Latino	277	269	260	253	269	270
Native American	8	8	9	13	9	9
Native Hawaiian/Pacific Islander	2	2	0	3	6	0
Asian	2,157	2,183	2,197	1,902	1,642	1,484
Two or More	<u>103</u>	<u>102</u>	<u>103</u>	<u>102</u>	<u>119</u>	<u>113</u>
Total Minority	2,736	2,746	2,750	2,465	2,212	2,054
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>
Total	<u>6,110</u>	<u>6,151</u>	<u>6,189</u>	<u>6,235</u>	<u>6,194</u>	<u>6,223</u>
% Minority	45%	45%	44%	40%	36%	33%
% Female	40%	40%	40%	40%	40%	40%
% Male	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
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794
Graduate Student Staff Assistant	43	47	47	40	41	43
Supplemental Clinical Instructional	1	0	0	0	0	0
Emeritus	64	56	67	75	81	83
House Officers	1,094	1,123	1,154	1,181	1,189	1,228
Research Fellows	1,148	1,199	1,157	1,169	1,146	1,154
Clinical Interns	11	14	12	14	16	46
Professional Specialist/Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>0</u>
Total	<u>6,110</u>	<u>6,151</u>	<u>6,189</u>	<u>6,235</u>	<u>6,194</u>	<u>6,223</u>

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 Faculty)

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Female						
Black	2,018	1,999	2,095	2,096	2,189	2,304
Hispanic-Latino	585	610	641	619	668	726
Native American	67	66	69	65	59	62
Native Hawaiian/Pacific Islander	14	15	14	18	19	0
Asian	1,810	1,841	1,875	1,787	1,749	1,770
Two or More	<u>314</u>	<u>323</u>	<u>334</u>	<u>339</u>	<u>380</u>	<u>413</u>
Total Minority	4,808	4,854	5,028	4,924	5,064	5,275
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>
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>
% Minority	22%	22%	22%	21%	21%	21%

Male						
Black	909	926	964	982	1,040	1,075
Hispanic-Latino	391	387	390	409	429	441
Native American	31	35	34	38	34	30
Native Hawaiian/Pacific Islander	8	9	10	11	16	0
Asian	1,841	1,845	1,854	1,689	1,522	1,464
Two or More	164	183	193	216	231	237
Total Minority	3,344	3,385	3,445	3,345	3,272	3,247
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>
Total Male	<u>11,371</u>	<u>11,622</u>	<u>12,031</u>	<u>12,250</u>	<u>12,562</u>	<u>12,779</u>
% Minority	29%	29%	29%	27%	26%	25%

Total Regular and Supplemental Staff

Black	2,927	2,925	3,059	3,078	3,229	3,379
Hispanic-Latino	976	997	1,031	1,028	1,097	1,167
Native American	98	101	103	103	93	92
Native Hawaiian/Pacific Islander	22	24	24	29	35	0
Asian	3,651	3,686	3,729	3,476	3,271	3,234
Two or More	<u>478</u>	<u>506</u>	<u>527</u>	<u>555</u>	<u>611</u>	<u>650</u>
Total Minority	8,152	8,239	8,473	8,269	8,336	8,522
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>
Total	<u>33,329</u>	<u>33,940</u>	<u>35,245</u>	<u>35,584</u>	<u>36,532</u>	<u>37,339</u>
% Minority	24%	24%	24%	23%	23%	23%
% Female	66%	66%	66%	66%	66%	66%
% Male	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
Athletics	86	85	90	93	95	95
Academic Administrative Ungraded	1	2	1	3	4	0
Service/Maintenance	2,277	2,292	2,399	2,428	2,514	2,454
Operating Engineers & Trades	524	502	483	469	465	455
Security/Public Safety	158	170	166	172	174	174
Nursing	3,971	4,006	4,484	4,577	4,808	4,946
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794
Graduate Student Staff Assistant	43	47	47	40	41	43
Supplemental Clinical Instructional	1	0	0	0	0	0
Emeritus	64	56	67	75	81	83
House Officers	1,094	1,123	1,154	1,181	1,189	1,228
Research Fellows	1,148	1,199	1,157	1,169	1,146	1,154
Clinical Interns	11	14	12	14	16	46
Professional Specialist/Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>0</u>
Total	<u>33,329</u>	<u>33,940</u>	<u>35,245</u>	<u>35,584</u>	<u>36,532</u>	<u>37,329</u>

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 & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010) (1)

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>
Female						
Black	855	812	820	831	869	914
Hispanic-Latino	239	253	258	245	247	282
Native American	111	109	100	99	97	100
Native Hawaiian/Pacific Islander	9	6	12	13	13	12
Asian	<u>682</u>	<u>671</u>	<u>679</u>	<u>698</u>	<u>715</u>	<u>748</u>
Total Minority	1,837	1,789	1,808	1,823	1,875	1,981
White and Non Indicated	<u>7,130</u>	<u>6,953</u>	<u>6,906</u>	<u>6,908</u>	<u>6,977</u>	<u>7,076</u>
Total Female	8,733	8,495	8,459	8,484	8,584	8,744
% Minority	21%	21%	21%	21%	22%	23%
Male						
Black	440	436	457	471	529	573
Hispanic-Latino	152	149	157	170	187	192
Native American	72	70	65	70	71	73
Native Hawaiian/Pacific Islander	12	13	13	13	13	12
Asian	<u>344</u>	<u>346</u>	<u>341</u>	<u>359</u>	<u>362</u>	<u>385</u>
Total Minority	971	968	983	1,032	1,106	1,166
White and Non Indicated	<u>4,036</u>	<u>4,070</u>	<u>4,191</u>	<u>4,348</u>	<u>4,476</u>	<u>4,606</u>
Total Male	4,878	4,904	5,035	5,217	5,398	5,584
% Minority	20%	20%	20%	20%	20%	21%
Total Regular Staff						
Black	1,295	1,248	1,277	1,302	1,398	1,487
Hispanic-Latino	391	402	415	415	434	474
Native American	183	179	165	169	168	173
Native Hawaiian/Pacific Islander	21	19	25	26	26	24
Asian	<u>1,026</u>	<u>1,017</u>	<u>1,020</u>	<u>1,057</u>	<u>1,077</u>	<u>1,133</u>
Total Minority	2,808	2,757	2,791	2,855	2,981	3,147
White and Non Indicated	<u>11,166</u>	<u>11,023</u>	<u>11,097</u>	<u>11,256</u>	<u>11,453</u>	<u>11,682</u>
Total	13,611	13,399	13,494	13,701	13,982	14,328
% Minority	21%	21%	21%	21%	21%	22%
% Female	64%	63%	63%	62%	61%	61%
% Male	36%	37%	37%	38%	39%	39%

Regular Staff by Job Family

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

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.

(1) Prior to 2010, counts are based on what individuals considered their primary race/ethnicity. Beginning in Fall 2010, staff no longer identify their primary race/ethnicity and are counted in each race category they indicated was applicable. The subtotal and total counts are unduplicated counts, and beginning in 2010, the detail may add to more than the total.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010) (1)

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>
Female						
Black	109	99	102	101	91	107
Hispanic-Latino	105	105	114	107	126	119
Native American	25	19	19	23	25	26
Native Hawaiian/Pacific Islander	3	3	5	6	5	7
Asian	<u>693</u>	<u>714</u>	<u>706</u>	<u>575</u>	<u>512</u>	<u>442</u>
Total Minority	906	911	914	780	726	668
White and Non Indicated	<u>1,182</u>	<u>1,176</u>	<u>1,151</u>	<u>1,250</u>	<u>1,342</u>	<u>1,411</u>
Total Female	1,992	1,996	1,981	1,947	1,963	1,977
% Minority	45%	46%	46%	40%	37%	34%
Male						
Black	75	82	77	94	86	80
Hispanic-Latino	133	137	125	132	127	134
Native American	10	14	17	20	18	16
Native Hawaiian/Pacific Islander	8	8	10	6	8	6
Asian	<u>1,307</u>	<u>1,306</u>	<u>1,320</u>	<u>1,131</u>	<u>942</u>	<u>832</u>
Total Minority	1,507	1,515	1,511	1,363	1,159	1,039
White and Non Indicated	<u>1,619</u>	<u>1,627</u>	<u>1,644</u>	<u>1,867</u>	<u>2,004</u>	<u>2,099</u>
Total Male	3,022	3,031	3,049	3,107	3,041	3,021
% Minority	50%	50%	50%	44%	38%	34%
Total Supplemental Staff						
Black	184	181	179	195	177	187
Hispanic-Latino	238	242	239	239	253	253
Native American	35	33	36	43	43	42
Native Hawaiian/Pacific Islander	11	11	15	12	13	13
Asian	<u>2,000</u>	<u>2,020</u>	<u>2,026</u>	<u>1,706</u>	<u>1,454</u>	<u>1,274</u>
Total Minority	2,413	2,426	2,425	2,143	1,885	1,707
White and Non Indicated	<u>2,801</u>	<u>2,803</u>	<u>2,795</u>	<u>3,117</u>	<u>3,346</u>	<u>3,510</u>
Total	5,014	5,027	5,030	5,054	5,004	4,998
% Minority	48%	48%	48%	42%	38%	34%
% Female	40%	40%	39%	39%	39%	40%
% Male	60%	60%	61%	61%	61%	60%
Supplemental Staff by Job Family						
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794
Graduate Student Staff Assistant	43	47	47	40	41	43
Supplemental Clinical Instructional	1	0	0	0	0	0
Emeritus	64	56	67	75	81	83
House Officers	0	0	0	0	0	0
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154
Clinical Interns	11	14	12	14	16	46
Professional Specialist/Other	0	0	0	0	5	0
Total	5,014	5,027	5,030	5,054	5,004	4,995

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.

(1) Prior to 2010, counts are based on what individuals considered their primary race/ethnicity. Beginning in Fall 2010, staff no longer identify their primary race/ethnicity and are counted in each race category they indicated was applicable. The subtotal and total counts are unduplicated counts, and beginning in 2010, the detail may add to more than the total.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010) (1)

Ann Arbor Campus -- Excluding Hospitals

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>
Female						
Black	964	911	922	932	960	1,021
Hispanic-Latino	344	358	372	352	373	401
Native American	136	128	119	122	122	126
Native Hawaiian/Pacific Islander	12	9	17	19	18	19
Asian	<u>1,375</u>	<u>1,385</u>	<u>1,385</u>	<u>1,273</u>	<u>1,227</u>	<u>1,190</u>
Total Minority	2,743	2,700	2,722	2,603	2,601	2,649
White and Non Indicated	<u>8,312</u>	<u>8,129</u>	<u>8,057</u>	<u>8,158</u>	<u>8,319</u>	<u>8,487</u>
Total Female	10,725	10,491	10,440	10,431	10,547	10,721
% Minority	26%	26%	26%	25%	25%	25%
Male						
Black	515	518	534	565	615	653
Hispanic-Latino	285	286	282	302	314	326
Native American	82	84	82	90	89	89
Native Hawaiian/Pacific Islander	20	21	23	19	21	18
Asian	<u>1,651</u>	<u>1,652</u>	<u>1,661</u>	<u>1,490</u>	<u>1,304</u>	<u>1,217</u>
Total Minority	2,478	2,483	2,494	2,395	2,265	2,205
White and Non Indicated	<u>5,655</u>	<u>5,697</u>	<u>5,835</u>	<u>6,215</u>	<u>6,480</u>	<u>6,705</u>
Total Male	7,900	7,935	8,084	8,324	8,439	8,605
% Minority	31%	31%	31%	29%	27%	26%
Total Regular and Supplemental Staff						
Black	1,479	1,429	1,456	1,497	1,575	1,674
Hispanic-Latino	629	644	654	654	687	727
Native American	218	212	201	212	211	215
Native Hawaiian/Pacific Islander	32	30	40	38	39	37
Asian	<u>3,026</u>	<u>3,037</u>	<u>3,046</u>	<u>2,763</u>	<u>2,531</u>	<u>2,407</u>
Total Minority	5,221	5,183	5,216	4,998	4,866	4,854
White and Non Indicated	<u>13,967</u>	<u>13,826</u>	<u>13,892</u>	<u>14,373</u>	<u>14,799</u>	<u>15,192</u>
Total	18,625	18,426	18,524	18,755	18,986	19,326
% Minority	28%	28%	28%	27%	26%	25%
% Female	58%	57%	56%	56%	56%	55%
% Male	42%	43%	44%	44%	44%	45%
Regular and Supplemental Staff by Job Family						
Career Families	11,735	11,540	11,652	11,785	12,007	12,285
Athletics	86	85	90	93	95	95
Academic Administrative Ungraded	1	2	1	3	4	0
Service/Maintenance	1,159	1,159	1,164	1,165	1,222	1,266
Operating Engineers & Trades	506	483	467	454	452	441
Security/Public Safety	88	94	90	172	174	174
Nursing	36	36	30	29	28	28
Graduate Student Instructor	1,787	1,785	1,802	1,833	1,882	1,875
Graduate Student Research Assistant	1,962	1,927	1,950	1,923	1,834	1,794
Graduate Student Staff Assistant	43	47	47	40	41	43
Supplemental Clinical Instructional	1	0	0	0	0	0
Emeritus	64	56	67	75	81	83
House Officers	0	0	0	0	0	0
Research Fellows	1,146	1,198	1,152	1,169	1,145	1,154
Clinical Interns	11	14	12	14	16	46
Professional Specialist/Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>0</u>
Total	18,620	18,422	18,521	18,753	18,985	19,284

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

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010) (1)

Hospital

Regular Staff

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Female						
Black	1,157	1,208	1,301	1,295	1,379	1,454
Hispanic-Latino	220	235	257	260	286	318
Native American	121	125	142	142	153	152
Native Hawaiian/Pacific Islander	24	24	23	0	29	34
Asian	<u>450</u>	<u>470</u>	<u>497</u>	<u>509</u>	<u>547</u>	<u>610</u>
Total Minority	1,911	1,995	2,142	2,155	2,302	2,478
White and Non Indicated	<u>9,072</u>	<u>9,587</u>	<u>10,398</u>	<u>10,509</u>	<u>10,930</u>	<u>11,219</u>
Total Female	10,774	11,347	12,273	12,380	12,912	13,328
% Minority	18%	18%	17%	17%	18%	19%
Male						
Black	451	476	506	502	526	529
Hispanic-Latino	88	91	99	100	108	105
Native American	43	51	55	57	58	61
Native Hawaiian/Pacific Islander	21	23	22	0	25	26
Asian	<u>150</u>	<u>164</u>	<u>172</u>	<u>176</u>	<u>186</u>	<u>217</u>
Total Minority	697	741	790	794	841	872
White and Non Indicated	<u>2,209</u>	<u>2,393</u>	<u>2,598</u>	<u>2,584</u>	<u>2,726</u>	<u>2,752</u>
Total Male	2,834	3,043	3,289	3,268	3,444	3,489
% Minority	25%	24%	24%	24%	24%	25%
Total Regular Staff						
Black	1,608	1,684	1,807	1,797	1,905	1,983
Hispanic-Latino	308	326	356	360	394	423
Native American	164	176	197	199	211	213
Native Hawaiian/Pacific Islander	45	47	45	0	54	60
Asian	<u>600</u>	<u>634</u>	<u>669</u>	<u>685</u>	<u>733</u>	<u>827</u>
Total Minority	2,608	2,736	2,932	2,949	3,143	3,350
White and Non Indicated	<u>11,281</u>	<u>11,980</u>	<u>12,996</u>	<u>13,093</u>	<u>13,656</u>	<u>13,971</u>
Total	13,608	14,390	15,562	15,648	16,356	16,817
% Minority	19%	19%	19%	19%	19%	20%
% Female	79%	79%	79%	79%	79%	79%
% Male	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
Athletics	0	0	0	0	0	0
Academic Administrative Ungraded	0	0	0	0	0	0
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188
Operating Engineers & Trades	18	19	16	15	13	14
Security/Public Safety	70	76	76	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>
Total	13,608	14,390	15,562	15,648	16,356	16,817

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

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010) (1)

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>
Female						
Black	26	22	24	27	27	22
Hispanic-Latino	21	17	12	7	9	7
Native American	5	2	4	1	3	2
Native Hawaiian/Pacific Islander	1	1	0	0	2	1
Asian	<u>103</u>	<u>118</u>	<u>126</u>	<u>131</u>	<u>124</u>	<u>137</u>
Total Minority	154	159	164	166	161	167
White and Non Indicated	<u>319</u>	<u>337</u>	<u>352</u>	<u>371</u>	<u>364</u>	<u>380</u>
Total Female	459	480	501	523	511	530
% Minority	34%	33%	33%	32%	32%	32%
Male						
Black	21	18	17	12	9	14
Hispanic-Latino	18	10	9	7	7	10
Native American	4	3	3	3	2	2
Native Hawaiian/Pacific Islander	0	0	0	0	1	1
Asian	<u>129</u>	<u>132</u>	<u>133</u>	<u>134</u>	<u>148</u>	<u>157</u>
Total Minority	169	161	161	156	166	183
White and Non Indicated	<u>480</u>	<u>495</u>	<u>511</u>	<u>516</u>	<u>526</u>	<u>530</u>
Total Male	637	644	658	658	679	698
% Minority	27%	25%	24%	24%	24%	26%
Total Supplemental Staff						
Black	47	40	41	39	36	36
Hispanic-Latino	39	27	21	14	16	17
Native American	9	5	7	4	5	4
Native Hawaiian/Pacific Islander	1	1	0	0	3	2
Asian	<u>232</u>	<u>250</u>	<u>259</u>	<u>265</u>	<u>272</u>	<u>294</u>
Total Minority	323	320	325	322	327	350
White and Non Indicated	<u>799</u>	<u>832</u>	<u>863</u>	<u>887</u>	<u>890</u>	<u>910</u>
Total	1,096	1,124	1,159	1,181	1,190	1,228
% Minority	29%	28%	28%	27%	27%	29%
% Female	42%	43%	43%	44%	43%	43%
% Male	58%	57%	57%	56%	57%	57%
Supplemental Staff by Job Family						
Graduate Student Instructor	0	0	0	0	0	0
Graduate Student Research Assistant	0	0	0	0	0	0
Graduate Student Staff Assistant	0	0	0	0	0	0
Supplemental Clinical Instructional	0	0	0	0	0	0
Emeritus	0	0	0	0	0	0
House Officers	1,094	1,123	1,154	1,181	1,189	1,228
Research Fellows	2	1	5	0	1	0
Clinical Interns	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>
Total	1,096	1,124	1,159	1,181	1,190	1,228

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

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010) (1)

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>
Female						
Black	1,183	1,230	1,325	1,322	1,406	1,476
Hispanic-Latino	241	252	269	267	295	325
Native American	126	127	146	143	156	154
Native Hawaiian/Pacific Islander	25	25	23	0	31	35
Asian	553	588	623	640	671	747
Total Minority	2,065	2,154	2,306	2,321	2,463	2,645
White and Non Indicated	9,391	9,924	10,750	10,880	11,294	11,599
Total Female	11,233	11,827	12,774	12,903	13,423	13,858
% Minority	18%	18%	18%	18%	18%	19%
Male						
Black	472	494	523	514	535	543
Hispanic-Latino	106	101	108	107	115	115
Native American	47	54	58	60	60	63
Native Hawaiian/Pacific Islander	21	23	22	0	26	27
Asian	279	296	305	310	334	374
Total Minority	866	902	951	950	1,007	1,055
White and Non Indicated	2,689	2,888	3,109	3,100	3,252	3,282
Total Male	3,471	3,687	3,947	3,926	4,123	4,187
% Minority	25%	24%	24%	24%	24%	25%
Total Regular and Supplemental Staff						
Black	1,655	1,724	1,848	1,836	1,941	2,019
Hispanic-Latino	347	353	377	374	410	440
Native American	173	181	204	203	216	217
Native Hawaiian/Pacific Islander	46	48	45	0	57	62
Asian	832	884	928	950	1,005	1,121
Total Minority	2,931	3,056	3,257	3,271	3,470	3,700
White and Non Indicated	12,080	12,812	13,859	13,980	14,546	14,881
Total	14,704	15,514	16,721	16,829	17,546	18,045
% Minority	20%	20%	19%	19%	20%	21%
% Female	76%	76%	76%	77%	77%	77%
% Male	24%	24%	24%	23%	23%	23%

Regular and Supplemental Staff by Job Family

Career Families	8,467	9,192	9,781	9,822	10,271	10,697
Athletics	0	0	0	0	0	0
Academic Administrative Ungraded	0	0	0	0	0	0
Service/Maintenance	1,118	1,133	1,235	1,263	1,292	1,188
Operating Engineers & Trades	18	19	16	15	13	14
Security/Public Safety	70	76	76	0	0	0
Nursing	3,935	3,970	4,454	4,548	4,780	4,918
Graduate Student Instructor	0	0	0	0	0	0
Graduate Student Research Assistant	0	0	0	0	0	0
Graduate Student Staff Assistant	0	0	0	0	0	0
Supplemental Clinical Instructional	0	0	0	0	0	0
Emeritus	0	0	0	0	0	0
House Officers	1,094	1,123	1,154	1,181	1,189	1,228
Research Fellows	2	1	5	0	1	0
Clinical Interns	0	0	0	0	0	0
Professional Specialist/Other	0	0	0	0	0	0
Total	14,704	15,514	16,721	16,829	17,546	18,045

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

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010)

Ann Arbor Campus, Including Hospitals

Regular Staff

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
Female							
Black	1,852	1,877	1,938	1,966	1,976	2,016	1,959
Hispanic-Latino	315	329	336	352	384	389	408
Native American	94	87	84	88	93	95	94
Native Hawaiian/Pacific Islander							
Asian	<u>866</u>	<u>921</u>	<u>980</u>	<u>1,008</u>	<u>1,038</u>	<u>1,048</u>	<u>1,070</u>
Total Minority	3,127	3,214	3,338	3,414	3,491	3,548	3,531
White and Non Indicated	<u>13,288</u>	<u>13,560</u>	<u>13,988</u>	<u>14,534</u>	<u>15,034</u>	<u>15,444</u>	<u>15,607</u>
Total Female	16,415	16,774	17,326	17,948	18,525	18,992	19,138
% Minority	19%	19%	19%	19%	19%	19%	18%
Male							
Black	815	798	789	812	824	872	860
Hispanic-Latino	171	183	178	185	195	206	206
Native American	35	40	40	40	41	37	39
Native Hawaiian/Pacific Islander							
Asian	<u>397</u>	<u>405</u>	<u>420</u>	<u>423</u>	<u>419</u>	<u>422</u>	<u>439</u>
Total Minority	1,418	1,426	1,427	1,460	1,479	1,537	1,544
White and Non Indicated	<u>5,211</u>	<u>5,345</u>	<u>5,476</u>	<u>5,609</u>	<u>5,687</u>	<u>5,924</u>	<u>6,023</u>
Total Male	6,629	6,771	6,903	7,069	7,166	7,461	7,567
% Minority	21%	21%	21%	21%	21%	21%	20%
Total Regular Staff							
Black	2,667	2,675	2,727	2,778	2,800	2,888	2,819
Hispanic-Latino	486	512	514	537	579	595	614
Native American	129	127	124	128	134	132	133
Native Hawaiian/Pacific Islander							
Asian	<u>1,263</u>	<u>1,326</u>	<u>1,400</u>	<u>1,431</u>	<u>1,457</u>	<u>1,470</u>	<u>1,509</u>
Total Minority	4,545	4,640	4,765	4,874	4,970	5,085	5,075
White and Non Indicated	<u>18,499</u>	<u>18,905</u>	<u>19,464</u>	<u>20,143</u>	<u>20,721</u>	<u>21,368</u>	<u>21,630</u>
Total	23,044	23,545	24,229	25,017	25,691	26,453	26,705
% Minority	20%	20%	20%	19%	19%	19%	19%
% Female	71%	71%	72%	72%	72%	72%	72%
% Male	29%	29%	28%	28%	28%	28%	28%
Regular Staff by Job Family							
Career Families			18,107	18,554	19,019	19,510	19,763
Athletics		76	79	77	78	83	84
Academic Administrative Ungraded	193	6	8	9	3	4	2
Service/Maintenance	2,178	2,178	2,152	2,178	2,183	2,282	2,292
Operating Engineers & Trades	525	522	528	548	538	535	548
Security/Public Safety	142	141	136	148	149	147	151
Nursing	<u>2,855</u>	<u>3,058</u>	<u>3,217</u>	<u>3,503</u>	<u>3,721</u>	<u>3,892</u>	<u>3,865</u>
Total	23,044	23,545	24,229	25,017	25,691	26,453	26,705

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

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UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010)

Ann Arbor Campus, Including Hospitals

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

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
Female							
Black	121	126	122	129	127	119	127
Hispanic-Latino	91	88	86	94	94	97	112
Native American	14	10	13	10	16	11	13
Native Hawaiian/Pacific Islander							
Asian	<u>610</u>	<u>657</u>	<u>647</u>	<u>664</u>	<u>671</u>	<u>689</u>	<u>748</u>
Total Minority	836	881	868	897	908	916	1,000
White and Non Indicated	<u>1,282</u>	<u>1,259</u>	<u>1,302</u>	<u>1,314</u>	<u>1,316</u>	<u>1,365</u>	<u>1,398</u>
Total Female	2,118	2,140	2,170	2,211	2,224	2,281	2,398
% Minority	39%	41%	40%	41%	41%	40%	42%
Male							
Black	76	79	74	72	68	88	84
Hispanic-Latino	108	113	115	110	122	127	138
Native American	6	6	6	7	8	9	5
Native Hawaiian/Pacific Islander							
Asian	<u>1,168</u>	<u>1,186</u>	<u>1,140</u>	<u>1,159</u>	<u>1,205</u>	<u>1,242</u>	<u>1,339</u>
Total Minority	1,358	1,384	1,335	1,348	1,403	1,466	1,566
White and Non Indicated	<u>1,768</u>	<u>1,789</u>	<u>1,805</u>	<u>1,801</u>	<u>1,827</u>	<u>1,928</u>	<u>2,004</u>
Total Male	3,126	3,173	3,140	3,149	3,230	3,394	3,570
% Minority	43%	44%	43%	43%	43%	43%	44%
Total Supplemental Staff							
Black	197	205	196	201	195	207	211
Hispanic-Latino	199	201	201	204	216	224	250
Native American	20	16	19	17	24	20	18
Native Hawaiian/Pacific Islander							
Asian	<u>1,778</u>	<u>1,843</u>	<u>1,787</u>	<u>1,823</u>	<u>1,876</u>	<u>1,931</u>	<u>2,087</u>
Total Minority	2,194	2,265	2,203	2,245	2,311	2,382	2,566
White and Non Indicated	<u>3,050</u>	<u>3,048</u>	<u>3,107</u>	<u>3,115</u>	<u>3,143</u>	<u>3,293</u>	<u>3,402</u>
Total	5,244	5,313	5,310	5,360	5,454	5,675	5,968
% Minority	42%	43%	41%	42%	42%	42%	43%
% Female	40%	40%	41%	41%	41%	40%	40%
% Male	60%	60%	59%	59%	59%	60%	60%
Supplemental Staff by Job Family							
Graduate Student Instructor	1,634	1,627	1,689	1,740	1,705	1,781	1,802
Graduate Student Research Assistant	1,823	1,849	1,770	1,701	1,763	1,797	1,889
Graduate Student Staff Assistant	37	40	35	38	43	47	45
Supplemental Clinical Instructional	0	0	0	0	0	1	1
Emeritus	39	48	46	49	52	45	59
House Officers	929	951	984	1,015	1,032	1,071	1,077
Research Fellows	745	761	746	807	852	925	1,088
Clinical Interns	30	34	37	4	3	4	3
Professional Specialist/Other	<u>7</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>4</u>	<u>4</u>	<u>4</u>
Total	5,244	5,313	5,310	5,360	5,454	5,675	5,968

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.

(1) Prior to 2010, counts are based on what individuals considered their primary race/ethnicity. Beginning in Fall 2010, staff no longer identify their primary race/ethnicity and are counted in each race category they indicated was applicable. The subtotal and total counts are unduplicated counts, and beginning in 2010, the detail may add to more than the total.

UNIVERSITY OF MICHIGAN - ANN ARBOR
STAFF HEADCOUNTS BY GENDER, RACE & JOB FAMILY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010)

Ann Arbor Campus, Including Hospitals

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

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
Female							
Black	1,973	2,003	2,060	2,095	2,103	2,135	2,086
Hispanic-Latino	406	417	422	446	478	486	520
Native American	108	97	97	98	109	106	107
Native Hawaiian/Pacific Islander							
Asian	<u>1,476</u>	<u>1,578</u>	<u>1,627</u>	<u>1,672</u>	<u>1,709</u>	<u>1,737</u>	<u>1,818</u>
Total Minority	3,963	4,095	4,206	4,311	4,399	4,464	4,531
White and Non Indicated	<u>14,570</u>	<u>14,819</u>	<u>15,290</u>	<u>15,848</u>	<u>16,350</u>	<u>16,809</u>	<u>17,005</u>
Total Female	18,533	18,914	19,496	20,159	20,749	21,273	21,536
% Minority	21%	22%	22%	21%	21%	21%	21%
Male							
Black	891	877	863	884	892	960	944
Hispanic-Latino	279	296	293	295	317	333	344
Native American	41	46	46	47	49	46	44
Native Hawaiian/Pacific Islander							
Asian	<u>1,565</u>	<u>1,591</u>	<u>1,560</u>	<u>1,582</u>	<u>1,624</u>	<u>1,664</u>	<u>1,778</u>
Total Minority	2,776	2,810	2,762	2,808	2,882	3,003	3,110
White and Non Indicated	<u>6,979</u>	<u>7,134</u>	<u>7,281</u>	<u>7,410</u>	<u>7,514</u>	<u>7,852</u>	<u>8,027</u>
Total Male	9,755	9,944	10,043	10,218	10,396	10,855	11,137
% Minority	28%	28%	28%	27%	28%	28%	28%
Total Regular and Supplemental Staff							
Black	2,864	2,880	2,923	2,979	2,995	3,095	3,030
Hispanic-Latino	685	713	715	741	795	819	864
Native American	149	143	143	145	158	152	151
Native Hawaiian/Pacific Islander							
Asian	<u>3,041</u>	<u>3,169</u>	<u>3,187</u>	<u>3,254</u>	<u>3,333</u>	<u>3,401</u>	<u>3,596</u>
Total Minority	6,739	6,905	6,968	7,119	7,281	7,467	7,641
White and Non Indicated	<u>21,549</u>	<u>21,953</u>	<u>22,571</u>	<u>23,258</u>	<u>23,864</u>	<u>24,661</u>	<u>25,032</u>
Total	28,288	28,858	29,539	30,377	31,145	32,128	32,673
% Minority	24%	24%	24%	23%	23%	23%	23%
% Female	66%	66%	66%	66%	67%	66%	66%
% Male	34%	34%	34%	34%	33%	34%	34%
Regular and Supplemental Staff by Job Family							
Career Families			18,107	18,554	19,019	19,510	19,763
Athletics		76	79	77	78	83	84
Academic Administrative Ungraded	193	6	8	9	3	4	2
Service/Maintenance	2,178	2,178	2,152	2,178	2,183	2,282	2,292
Operating Engineers & Trades	525	522	528	548	538	535	548
Security/Public Safety	142	141	136	148	149	147	151
Nursing	2,855	3,058	3,217	3,503	3,721	3,892	3,865
Graduate Student Instructor	1,634	1,627	1,689	1,740	1,705	1,781	1,802
Graduate Student Research Assistant	1,823	1,849	1,770	1,701	1,763	1,797	1,889
Graduate Student Staff Assistant	37	40	35	38	43	47	45
Supplemental Clinical Instructional	0	0	0	0	0	1	1
Emeritus	39	48	46	49	52	45	59
House Officers	929	951	984	1,015	1,032	1,071	1,077
Research Fellows	745	761	746	807	852	925	1,088
Clinical Interns	30	34	37	4	3	4	3
Professional Specialist/Other	<u>7</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>4</u>	<u>4</u>	<u>4</u>
Total	28,288	28,858	29,539	30,377	31,145	32,128	32,673

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.

(1) Prior to 2010, counts are based on what individuals considered their primary race/ethnicity. Beginning in Fall 2010, staff no longer identify their primary race/ethnicity and are counted in each race category they indicated was applicable. The subtotal and total counts are unduplicated counts, and beginning in 2010, the detail may add to more than the total.

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<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
2,012	2,020	2,121	2,126	2,126	2,368
459	488	515	505	505	600
232	234	242	241	241	252
33	30	35	13	13	46
<u>1,132</u>	<u>1,141</u>	<u>1,176</u>	<u>1,207</u>	<u>1,207</u>	<u>1,358</u>
<u>3,748</u>	<u>3,784</u>	<u>3,950</u>	<u>3,978</u>	<u>3,978</u>	<u>4,459</u>
<u>16,202</u>	<u>16,540</u>	<u>17,304</u>	<u>17,417</u>	<u>17,417</u>	<u>18,295</u>
19,507	19,842	20,732	20,864	20,864	22,072
19%	19%	19%	19%	19%	20%
891	912	963	973	973	1,102
240	240	256	270	270	297
115	121	120	127	127	134
33	36	35	13	13	38
<u>494</u>	<u>510</u>	<u>513</u>	<u>535</u>	<u>535</u>	<u>602</u>
<u>1,668</u>	<u>1,709</u>	<u>1,773</u>	<u>1,826</u>	<u>1,826</u>	<u>2,038</u>
<u>6,245</u>	<u>6,463</u>	<u>6,789</u>	<u>6,932</u>	<u>6,932</u>	<u>7,358</u>
7,712	7,947	8,324	8,485	8,485	9,073
22%	22%	21%	22%	22%	22%
2,903	2,932	3,084	3,099	3,099	3,470
699	728	771	775	775	897
347	355	362	368	368	386
66	66	70	26	26	84
<u>1,626</u>	<u>1,651</u>	<u>1,689</u>	<u>1,742</u>	<u>1,742</u>	<u>1,960</u>
<u>5,416</u>	<u>5,493</u>	<u>5,723</u>	<u>5,804</u>	<u>5,804</u>	<u>6,497</u>
<u>22,447</u>	<u>23,003</u>	<u>24,093</u>	<u>24,349</u>	<u>24,349</u>	<u>25,653</u>
27,219	27,789	29,056	29,349	29,349	31,145
20%	20%	20%	20%	20%	21%
72%	71%	71%	71%	71%	71%
28%	29%	29%	29%	29%	29%
20,202	20,732	21,433	21,607	21,607	22,982
86	85	90	93	93	95
1	2	1	3	3	0
<u>2,277</u>	<u>2,292</u>	<u>2,399</u>	<u>2,428</u>	<u>2,428</u>	<u>2,454</u>
<u>524</u>	<u>502</u>	<u>483</u>	<u>469</u>	<u>469</u>	<u>455</u>
<u>158</u>	<u>170</u>	<u>166</u>	<u>172</u>	<u>172</u>	<u>174</u>
<u>3,971</u>	<u>4,006</u>	<u>4,484</u>	<u>4,577</u>	<u>4,577</u>	<u>4,946</u>
27,219	27,789	29,056	29,349	29,349	31,106

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<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
135	121	126	128	128	129
126	122	126	114	114	126
30	21	23	24	24	28
4	4	5	6	6	8
<u>796</u>	<u>832</u>	<u>832</u>	<u>706</u>	<u>706</u>	<u>579</u>
1,060	1,070	1,078	946	946	835
<u>1,501</u>	<u>1,513</u>	<u>1,503</u>	<u>1,621</u>	<u>1,621</u>	<u>1,791</u>
2,451	2,476	2,482	2,470	2,470	2,507
43%	43%	43%	38%	38%	33%
96	100	94	106	106	94
151	147	134	139	139	144
14	17	20	23	23	18
8	8	10	6	6	7
<u>1,436</u>	<u>1,438</u>	<u>1,453</u>	<u>1,265</u>	<u>1,265</u>	<u>989</u>
1,676	1,676	1,672	1,519	1,519	1,222
<u>2,099</u>	<u>2,122</u>	<u>2,155</u>	<u>2,383</u>	<u>2,383</u>	<u>2,629</u>
3,659	3,675	3,707	3,765	3,765	3,719
46%	46%	45%	40%	40%	33%
231	221	220	234	234	223
277	269	260	253	253	270
44	38	43	47	47	46
12	12	15	12	12	15
<u>2,232</u>	<u>2,270</u>	<u>2,285</u>	<u>1,971</u>	<u>1,971</u>	<u>1,568</u>
2,736	2,746	2,750	2,465	2,465	2,057
<u>3,600</u>	<u>3,635</u>	<u>3,658</u>	<u>4,004</u>	<u>4,004</u>	<u>4,420</u>
6,110	6,151	6,189	6,235	6,235	6,226
45%	45%	44%	40%	40%	33%
40%	40%	40%	40%	40%	40%
60%	60%	60%	60%	60%	60%
1,787	1,785	1,802	1,833	1,833	1,875
1,962	1,927	1,950	1,923	1,923	1,794
43	47	47	40	40	43
1	0	0	0	0	0
64	56	67	75	75	83
1,094	1,123	1,154	1,181	1,181	1,228
1,148	1,199	1,157	1,169	1,169	1,154
11	14	12	14	14	46
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
6,110	6,151	6,189	6,235	6,235	6,223

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<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
2,147	2,141	2,247	2,254	2,254	2,497
585	610	641	619	619	726
262	255	265	265	265	280
37	34	40	19	19	54
<u>1,928</u>	<u>1,973</u>	<u>2,008</u>	<u>1,913</u>	<u>1,913</u>	<u>1,937</u>
4,808	4,854	5,028	4,924	4,924	5,294
<u>17,703</u>	<u>18,053</u>	<u>18,807</u>	<u>19,038</u>	<u>19,038</u>	<u>20,086</u>
21,958	22,318	23,214	23,334	23,334	24,579
22%	22%	22%	21%	21%	22%
987	1,012	1,057	1,079	1,079	1,196
391	387	390	409	409	441
129	138	140	150	150	152
41	44	45	19	19	45
<u>1,930</u>	<u>1,948</u>	<u>1,966</u>	<u>1,800</u>	<u>1,800</u>	<u>1,591</u>
3,344	3,385	3,445	3,345	3,345	3,260
<u>8,344</u>	<u>8,585</u>	<u>8,944</u>	<u>9,315</u>	<u>9,315</u>	<u>9,987</u>
11,371	11,622	12,031	12,250	12,250	12,792
29%	29%	29%	27%	27%	25%
3,134	3,153	3,304	3,333	3,333	3,693
976	997	1,031	1,028	1,028	1,167
391	393	405	415	415	432
78	78	85	38	38	99
<u>3,858</u>	<u>3,921</u>	<u>3,974</u>	<u>3,713</u>	<u>3,713</u>	<u>3,528</u>
8,152	8,239	8,473	8,269	8,269	8,554
<u>26,047</u>	<u>26,638</u>	<u>27,751</u>	<u>28,353</u>	<u>28,353</u>	<u>30,073</u>
33,329	33,940	35,245	35,584	35,584	37,371
24%	24%	24%	23%	23%	23%
66%	66%	66%	66%	66%	66%
34%	34%	34%	34%	34%	34%
20,202	20,732	21,433	21,607	21,607	22,982
86	85	90	93	93	95
1	2	1	3	3	0
2,277	2,292	2,399	2,428	2,428	2,454
524	502	483	469	469	455
158	170	166	172	172	174
3,971	4,006	4,484	4,577	4,577	4,946
1,787	1,785	1,802	1,833	1,833	1,875
1,962	1,927	1,950	1,923	1,923	1,794
43	47	47	40	40	43
1	0	0	0	0	0
64	56	67	75	75	83
1,094	1,123	1,154	1,181	1,181	1,228
1,148	1,199	1,157	1,169	1,169	1,154
11	14	12	14	14	46
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
33,324	33,936	35,242	35,582	35,582	37,329