Chapter 7  Diversity

Goals
The University of Michigan is a firm proponent of the educational value provided by a diverse and inclusive campus community. Although the U.S. Supreme Court ruling in 2003 on the admissions lawsuits\(^1\) and the approval of Proposal 2 in 2006 by State of Michigan voters limits the University’s actions to promote diversity on campus, the U-M remains committed to fostering racial, ethnic, gender and socio-economic diversity at the institution by all possible legal means.

Overview
Most charts in this chapter show the changing demographic composition of the campus community over time. These charts offer a summary overview of each of our campus constituencies along several measures of diversity.

Starting in 2010, the federal requirements for reporting student race/ethnicity changed in order to provide a somewhat more complete profile of the higher education community. Universities are now required to ask whether non-Hispanic individuals have two or more race/ethnic affiliations. The U-M also collects data to further classify students who select two or more races. If at least one race selected is an under-represented minority (URM), the student is indicated as “Two or More URM.” Otherwise, multi-race individuals are categorized as “Two or More Non-URM.”

The University regularly administers a survey of undergraduate students known as UMAY (University of Michigan Asks You). One question asks students to report their “sense of belonging” on the Ann Arbor campus. Data from this question for several past surveys are summarized in this chapter.

For more information
Diversity, Equity & Inclusion (DEI) web site
(diversity.umich.edu)
Office of Budget and Planning (see Diversity section)
(obp.umich.edu/campus-statistics)

Charts in Chapter 7

- 7.1.1  Race and Ethnicity Distribution of the Ann Arbor Campus Community, Fall 2019.
- 7.1.2  Sex Distribution of the Ann Arbor Campus Community, Fall 2019.
- 7.2.1  Race and Ethnicity Distribution of Undergraduate Students, Fall 2010-2019.
- 7.2.2  Sex Distribution of Undergraduate Students, Fall 2009-2019.
- 7.4  Student Responses to “I feel that I belong at this campus,” 2009-2018.
- 7.5.1  Race and Ethnicity Distribution of Graduate and Professional Students, Fall 2010-2019.
- 7.5.2  Sex Distribution of Graduate and Professional Students, Fall 2009-2019.
- 7.5.3  Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline, Fall 2010-2019.
- 7.5.4  Sex Distribution of Graduate Academic Students by Broad Discipline, Fall 2009-2019.
- 7.5.5  Race and Ethnicity Distribution of Graduate Professional Students by Program, Fall 2010-2019.
- 7.5.6  Sex Distribution of Graduate Professional Students by Program, Fall 2009-2019.

\(^1\) Summary of Supreme Court Decisions in Admissions Cases, Jonathan Alger, U-M Assistant General Counsel, June 23, 2003, (diversity.umich.edu/admissions/overview/cases-summary.html)
About 25 percent of the campus community is an ethnic or racial minority and nearly 12 percent is international.

### 7.1.1 Race and Ethnicity Distribution of the Ann Arbor Campus Community, Fall 2019.

![Race and Ethnicity Distribution Chart]

SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System)

Numbers in parentheses are the category headcounts; staff and All Campus counts exclude Health System staff.

“Clinical/Research/Other” includes clinical and research faculty, all supplemental faculty, not on track faculty, emeritus faculty and research fellows. “All Faculty” excludes research fellows (post-docs).

The University is regularly among the schools hosting a large number of international students. In the most recent tally of international enrollments for 2018-19, U-M ranked 15th in the nation.²

The student body is 48 percent female, faculty is 44 percent female, and staff is 62 percent female.

### 7.1.2 Sex Distribution of the Ann Arbor Campus Community, Fall 2019.

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate (31,266)</td>
<td>15,252 (50%)</td>
<td>15,014 (49%)</td>
</tr>
<tr>
<td>Graduate &amp; Professional (16,824)</td>
<td>8,380 (51%)</td>
<td>8,444 (49%)</td>
</tr>
<tr>
<td>Tenured/Ten. Track/Lect (4,157)</td>
<td>2,547 (61%)</td>
<td>1,622 (39%)</td>
</tr>
<tr>
<td>Clinical/Research/Other (4,756)</td>
<td>2,479 (54%)</td>
<td>2,144 (46%)</td>
</tr>
<tr>
<td>Staff (16,243)</td>
<td>6,070 (39%)</td>
<td>9,644 (61%)</td>
</tr>
<tr>
<td>All Students (40,999)</td>
<td>23,632 (51%)</td>
<td>17,367 (49%)</td>
</tr>
<tr>
<td>All Faculty (7,654)</td>
<td>4,292 (57%)</td>
<td>3,362 (43%)</td>
</tr>
<tr>
<td>All Campus (78,246)</td>
<td>34,728 (49%)</td>
<td>43,494 (51%)</td>
</tr>
</tbody>
</table>

SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System)

Numbers in parentheses are the category headcounts; staff and All Campus counts exclude Health System staff.
Numbers within the columns are subset headcounts.
Category definitions are the same as for chart 7.1.1.
Total undergraduate enrollment has increased 16 percent since 2010, and the composition of the race/ethnicity profile of undergraduate students has shifted to include somewhat more minority representation every year since.

### 7.2.1 Race and Ethnicity Distribution of Undergraduate Students, Fall 2010-2019.

**SOURCE:** U-M Student Data Sets

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later, following a change in federal requirements for collecting race and ethnicity data from students.

“Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.
There is little change in the breakdown by sex of undergraduate students during the last decade, which has been split nearly 50-50.

7.2.2 Sex Distribution of Undergraduate Students, Fall 2009-2019.

SOURCE: U-M Student Data Sets

During the last decade, the proportion of female undergraduates was highest in Fall 2017 at 49.81% and highest for males in Fall 2012 at 51.2%. Nationally, the gender split for undergraduate students at 4-year, degree-granting colleges and universities is about 55 percent female and 44 percent male.\(^3\)

\(^3\) Based on count of fall 2017 undergraduate enrollment at U.S. 4-year institutions, National Center for Education Statistics.
The fraction of U-M in-state undergraduates from families with annual incomes of $50,000 or less has increased by 2.4 percent over the last decade.

7.3 U-M Undergraduates by Family Income and In-State/Out-of-State Status, Fall 2008-2018.

SOURCE: U.S. Department of Education

Family income is based on data reported on the Free Application for Federal Student Aid (FAFSA), the online form that college students must complete to be considered for financial aid.
Eighty to ninety percent of all undergraduate students say they feel a sense of belonging on the U-M campus.

### 7.4 Undergraduate Student Responses to “I feel that I belong at this campus,” 2009-2018.

<table>
<thead>
<tr>
<th>Year</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Somewhat Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>22%</td>
<td>37%</td>
<td>24%</td>
<td>31%</td>
<td>34%</td>
</tr>
<tr>
<td>2017</td>
<td>25%</td>
<td>38%</td>
<td>22%</td>
<td>35%</td>
<td>26%</td>
</tr>
<tr>
<td>2015</td>
<td>35%</td>
<td>34%</td>
<td>19%</td>
<td>40%</td>
<td>29%</td>
</tr>
<tr>
<td>2013</td>
<td>38%</td>
<td>35%</td>
<td>17%</td>
<td>40%</td>
<td>31%</td>
</tr>
<tr>
<td>2011</td>
<td>36%</td>
<td>38%</td>
<td>17%</td>
<td>40%</td>
<td>31%</td>
</tr>
<tr>
<td>2009</td>
<td>33%</td>
<td>37%</td>
<td>19%</td>
<td>40%</td>
<td>31%</td>
</tr>
</tbody>
</table>

**SOURCE:** U-M Asks You (UMAY) undergraduate survey
Racial or ethnic minorities currently comprise about one-fifth of graduate and professional students. International students account nearly 30 percent of the graduate and professional student population.

### 7.5.1 Race and Ethnicity Distribution of Graduate and Professional Students, Fall 2010-2019.

<table>
<thead>
<tr>
<th>Year</th>
<th>Unknown</th>
<th>International</th>
<th>Two or More Non-URM</th>
<th>Two or More URM</th>
<th>Hawaiian</th>
<th>Native American</th>
<th>Hispanic American</th>
<th>African American</th>
<th>Asian American</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>482</td>
<td>3,630</td>
<td>3,669</td>
<td>4,077</td>
<td>4,042</td>
<td>747</td>
<td>770</td>
<td>829</td>
<td>798</td>
<td>751</td>
</tr>
<tr>
<td>2011</td>
<td>595</td>
<td>3,669</td>
<td>4,077</td>
<td>4,042</td>
<td>4,061</td>
<td>770</td>
<td>829</td>
<td>798</td>
<td>751</td>
<td>734</td>
</tr>
<tr>
<td>2012</td>
<td>661</td>
<td>4,077</td>
<td>4,042</td>
<td>4,322</td>
<td>4,703</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>747</td>
<td>4,042</td>
<td>4,322</td>
<td>4,703</td>
<td>4,895</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>770</td>
<td>4,061</td>
<td>4,703</td>
<td>4,895</td>
<td>4,740</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>829</td>
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<td>707</td>
<td></td>
</tr>
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<td>4,740</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>751</td>
<td>4,895</td>
<td>4,740</td>
<td>4,740</td>
<td>4,740</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>734</td>
<td>4,740</td>
<td>4,740</td>
<td>4,740</td>
<td>4,740</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>707</td>
<td>4,740</td>
<td>4,740</td>
<td>4,740</td>
<td>4,740</td>
<td>798</td>
<td>751</td>
<td>734</td>
<td>707</td>
<td></td>
</tr>
</tbody>
</table>

SOURCE: U-M Student Data Sets.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later, following a change in federal requirements for collecting race and ethnicity data from students.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.

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4 A list of U-M graduate and professional degree programs is published in Appendix C.
Females have averaged about 47 percent of the total graduate and professional student population for the last decade, although the percentage has risen from 45 percent in 2009 to just shy of 50 percent in 2019.

### 7.5.2 Sex Distribution of Graduate and Professional Students, Fall 2009-2019.

![Bar chart showing sex distribution of graduate and professional students from 2009 to 2019.](chart.png)

SOURCE: U-M Student Data Sets

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5 A list of U-M professional degree programs is published in Appendix C.
The fraction of students pursuing academic Master’s and Ph.D. degrees who self-identify as an under-represented minority has increased over the last decade.

7.5.3 Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline, Fall 2010-2019.

SOURCE: U-M Student Data Sets.

At the University of Michigan, graduate academic students are defined as those who are enrolled in graduate programs administered by the Horace H. Rackham School of Graduate Studies.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later, following a change in federal requirements for collecting race and ethnicity data from students.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American. “Two or More Non-URM” represents individuals selecting more than one ethnicity, none of which are under-represented minorities.

6 A list of the disciplines assigned to each category is published in Appendix B.
About three-quarters of graduate students enrolled in the physical sciences or engineering are male, although the fraction who are female is growing. In other disciplines, there is somewhat more balance between sexes.

7.5.4 Sex Distribution of Graduate Academic Students by Broad Discipline\(^7\), Fall 2009-2019.

SOURCE: U-M Student Data Sets.

At the University of Michigan, graduate academic students are defined as those who are enrolled in graduate programs administered by the Horace H. Rackham School of Graduate Studies.

\(^7\) A list of disciplines assigned to each category is published in Appendix B.
Under-represented minority students make up about 13 percent of U-M’s professional and other degree programs enrollment.

7.5.5 Race and Ethnicity Distribution of Students in Selected Graduate Programs\(^8\), Fall 2010-2019.

This chart summarizes data for selected graduate degree programs that are administered by individual schools and colleges, not the Horace H. Rackham School of Graduate Studies. U-M awards five professional degrees (M.D., J.D., D.D.S., Pharm.D., and D.N.P.) as well as a number of “non-Rackham” degrees in Public Health, Architecture, Engineering, Information, Music, among a few other jointly sponsored degree programs. The “Other” category combines all non-Rackham degrees except for M.D., J.D., and M.B.A.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later, following a change in federal requirements for collecting race and ethnicity data from students.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American. “Two or More Non-URM” represents individuals selecting more than one ethnicity, none of which are under-represented minorities.

\(^8\) A list of U-M professional and non-Rackham degree programs is published in Appendix C.
M.B.A students are now about one-third female, while females comprise more than 50 percent of students in recent year M.D. and Law programs.

7.5.6 Sex Distribution of Students in Selected Graduate Programs, Fall 2009-2019.

This chart summarizes data for selected graduate degree programs that are administered by individual schools and colleges, not the Horace H. Rackham School of Graduate Studies. U-M awards five professional degrees (M.D., J.D., D.D.S., Pharm.D., and D.N.P.) as well as a number of “non-Rackham” degrees in Public Health, Architecture, Engineering, Information, Music, among a few other jointly sponsored degree programs. The “Other” category combines all non-Rackham degrees except for M.D., J.D., and M.B.A.

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9 A list of U-M professional and non-Rackham degree programs is published in Appendix C.