

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

Ann Arbor Campus

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Professor (Tenured/Tenure-Track)										
Female										
Black	25	26	27	28	29	26	28	26	27	28
Hispanic-Latino	20	20	20	21	22	22	21	24	24	24
Native American	2	2	2	2	2	2	3	3	4	4
Native Hawaiian/Pacific Islander	1	1	1	1	2	2	2	2	2	2
Asian	29	33	36	36	39	45	51	54	57	57
Two or More	4	3	4	3	3	4	4	4	4	5
Total Minority	81	85	90	91	97	101	109	113	118	120
White	294	319	329	323	343	355	357	363	359	360
Unknown	2	3	3	3	3	4	4	3	2	2
International	5	2	2	1	1	1	1	2	2	0
Total Female	382	409	424	418	444	461	471	481	481	482
% Minority (excl. International)	21%	21%	21%	22%	22%	22%	23%	24%	25%	25%
Male										
Black	42	44	41	40	37	35	38	37	35	32
Hispanic-Latino	25	26	28	30	32	32	34	37	37	38
Native American	4	4	5	5	5	6	5	3	3	4
Native Hawaiian/Pacific Islander	1	1	1	1	1	1	1	0	0	0
Asian	123	128	137	146	149	162	169	182	189	202
Two or More	5	7	7	8	8	9	11	13	12	13
Total Minority	200	210	219	230	232	245	258	272	276	289
White	975	980	991	986	985	983	978	975	959	938
Unknown	7	7	6	6	6	8	8	9	10	10
International	14	9	6	7	7	8	7	5	5	5
Total Male	1,196	1,206	1,222	1,229	1,230	1,244	1,251	1,261	1,250	1,242
% Minority (excl. International)	17%	18%	18%	19%	19%	20%	21%	22%	22%	23%
Total										
Black	67	70	68	68	66	61	66	63	62	60
Hispanic-Latino	45	46	48	51	54	54	55	61	61	62
Native American	6	6	7	7	7	8	8	6	7	8
Native Hawaiian/Pacific Islander	2	2	2	2	3	3	3	2	2	2
Asian	152	161	173	182	188	207	220	236	246	259
Two or More	9	10	11	11	11	13	15	17	16	18
Total Minority	281	295	309	321	329	346	367	385	394	409
White	1,269	1,299	1,320	1,309	1,328	1,338	1,335	1,338	1,318	1,298
Unknown	9	10	9	9	9	12	12	12	12	12
International	19	11	8	8	8	9	8	7	7	5
Total	1,578	1,615	1,646	1,647	1,674	1,705	1,722	1,742	1,731	1,724
% Minority (excl. International)	18%	18%	19%	20%	20%	20%	21%	22%	23%	24%
% Female	24%	25%	26%	25%	27%	27%	27%	28%	28%	28%
% Male	76%	75%	74%	75%	73%	73%	73%	72%	72%	72%

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

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Associate Professor (Tenured/Tenure-Track)										
Female										
Black	15	11	11	11	13	12	12	12	13	11
Hispanic-Latino	11	16	17	17	15	17	18	15	14	15
Native American	1	1	1	2	2	2	1	1	0	0
Native Hawaiian/Pacific Islander	1	1	1	1	0	0	0	0	0	0
Asian	39	41	38	42	44	46	46	46	52	58
Two or More	4	4	2	3	3	1	4	4	7	5
Total Minority	71	74	70	76	77	78	81	78	86	89
White	188	184	204	207	196	204	207	217	237	243
Unknown	1	0	0	0	0	2	2	3	3	6
International	9	5	2	1	1	0	0	1	1	0
Total Female	269	263	276	284	274	284	290	299	327	338
% Minority (excl. International)	27%	29%	26%	27%	28%	27%	28%	26%	26%	26%
Male										
Black	21	23	22	21	24	25	26	25	29	27
Hispanic-Latino	26	24	24	23	21	22	24	22	17	18
Native American	4	4	3	3	3	2	2	2	2	1
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	0	0
Asian	72	83	79	81	87	86	104	106	108	102
Two or More	5	5	7	7	9	8	8	8	7	7
Total Minority	129	139	135	135	144	143	164	163	163	155
White	326	326	323	325	319	313	309	298	296	293
Unknown	2	3	2	2	4	4	4	4	6	7
International	16	6	3	4	2	3	2	3	3	2
Total Male	473	474	463	466	469	463	479	468	468	457
% Minority (excl. International)	28%	30%	29%	29%	31%	31%	34%	35%	35%	34%
Total										
Black	36	34	33	32	37	37	38	37	42	38
Hispanic-Latino	37	40	41	40	36	39	42	37	31	33
Native American	5	5	4	5	5	4	3	3	2	1
Native Hawaiian/Pacific Islander	2	1	1	1	0	0	0	0	0	0
Asian	111	124	117	123	131	132	150	152	160	160
Two or More	9	9	9	10	12	9	12	12	14	12
Total Minority	200	213	205	211	221	221	245	241	249	244
White	514	510	527	532	515	517	516	515	533	536
Unknown	3	3	2	2	4	6	6	7	9	13
International	25	11	5	5	3	3	2	4	4	2
Total	742	737	739	750	743	747	769	767	795	795
% Minority (excl. International)	28%	29%	28%	28%	30%	30%	32%	32%	31%	31%
% Female	36%	36%	37%	38%	37%	38%	38%	39%	41%	43%
% Male	64%	64%	63%	62%	63%	62%	62%	61%	59%	57%

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Assistant Professor (Tenured/Tenure-Track)										
Female										
Black	12	13	10	12	14	20	21	24	26	33
Hispanic-Latino	9	9	13	12	14	9	9	10	10	18
Native American	1	1	1	0	0	0	0	1	1	1
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	30	36	45	53	58	55	58	59	52	48
Two or More	2	2	3	2	3	4	5	8	8	9
Total Minority	54	61	72	79	89	88	93	102	97	109
White	156	177	165	165	185	184	182	177	173	179
Unknown	2	3	5	7	9	9	8	8	10	7
International	39	26	19	20	19	23	28	28	27	23
Total Female	251	267	261	271	302	304	311	315	307	318
% Minority (excl. International)	25%	25%	30%	31%	31%	31%	33%	36%	35%	37%
Male										
Black	17	15	18	18	17	19	17	15	11	16
Hispanic-Latino	17	18	17	15	17	15	14	14	16	13
Native American	0	0	0	0	1	1	1	1	2	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	80	86	93	89	85	81	69	63	68	63
Two or More	5	8	7	6	5	7	7	8	8	9
Total Minority	119	127	135	128	125	123	108	101	105	103
White	228	231	233	219	212	216	225	218	211	219
Unknown	5	5	7	9	8	8	7	7	5	5
International	56	46	37	27	31	28	29	35	39	38
Total Male	408	409	412	383	376	375	369	361	360	365
% Minority (excl. International)	34%	35%	36%	36%	36%	35%	32%	31%	33%	31%
Total										
Black	29	28	28	30	31	39	38	39	37	49
Hispanic-Latino	26	27	30	27	31	24	23	24	26	31
Native American	1	1	1	0	1	1	1	2	3	3
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	110	122	138	142	143	136	127	122	120	111
Two or More	7	10	10	8	8	11	12	16	16	18
Total Minority	173	188	207	207	214	211	201	203	202	212
White	384	408	398	384	397	400	407	395	384	398
Unknown	7	8	12	16	17	17	15	15	15	12
International	95	72	56	47	50	51	57	63	66	61
Total	659	676	673	654	678	679	680	676	667	683
% Minority (excl. International)	31%	31%	34%	34%	34%	34%	32%	33%	34%	34%
% Female	38%	39%	39%	41%	45%	45%	46%	47%	46%	47%
% Male	62%	61%	61%	59%	55%	55%	54%	53%	54%	53%

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

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Total Tenured/Tenure-Track Faculty										
<i>Female</i>										
Black	52	50	48	51	56	58	61	62	66	72
Hispanic-Latino	40	45	50	50	51	48	48	49	48	57
Native American	4	4	4	4	4	4	4	5	5	5
Native Hawaiian/Pacific Islander	2	2	2	2	2	2	2	2	2	2
Asian	98	110	119	131	141	146	155	159	161	163
Two or More	10	9	9	8	9	9	13	16	19	19
Total Minority	206	220	232	246	263	267	283	293	301	318
White	640	681	699	695	724	743	746	757	769	782
Unknown	5	6	8	10	12	15	14	14	15	15
International	53	33	23	22	21	24	29	31	30	23
Total Female	904	940	962	973	1,020	1,049	1,072	1,095	1,115	1,138
% Minority (excl. International)	24%	24%	25%	26%	26%	26%	27%	28%	28%	29%
<i>Male</i>										
Black	80	82	81	79	78	79	81	77	75	75
Hispanic-Latino	69	68	69	68	71	69	72	73	70	69
Native American	8	8	8	8	9	9	8	6	7	7
Native Hawaiian/Pacific Islander	2	1	1	1	1	1	1	0	0	0
Asian	275	297	309	316	321	329	342	351	365	367
Two or More	15	20	21	21	22	24	26	29	27	29
Total Minority	449	476	489	493	502	511	530	536	544	547
White	1,530	1,537	1,547	1,530	1,516	1,512	1,513	1,491	1,466	1,450
Unknown	14	15	15	17	18	20	19	20	21	22
International	86	61	46	38	40	39	38	43	47	45
Total Male	2,079	2,089	2,097	2,078	2,076	2,082	2,100	2,090	2,078	2,064
% Minority (excl. International)	23%	23%	24%	24%	25%	25%	26%	26%	27%	27%
Total										
Black	132	132	129	130	134	137	142	139	141	147
Hispanic-Latino	109	113	119	118	122	117	120	122	118	126
Native American	12	12	12	12	13	13	12	11	12	12
Native Hawaiian/Pacific Islander	4	3	3	3	3	3	3	2	2	2
Asian	373	407	428	447	462	475	497	510	526	530
Two or More	25	29	30	29	31	33	39	45	46	48
Total Minority	655	696	721	739	765	778	813	829	845	865
White	2,170	2,218	2,246	2,225	2,240	2,255	2,259	2,248	2,235	2,232
Unknown	19	21	23	27	30	35	33	34	36	37
International	139	94	69	60	61	63	67	74	77	68
Total	2,983	3,029	3,059	3,051	3,096	3,131	3,172	3,185	3,193	3,202
% Minority (excl. International)	23%	24%	24%	25%	25%	25%	26%	27%	27%	28%
% Female	30%	31%	31%	32%	33%	34%	34%	34%	35%	36%
% Male	70%	69%	69%	68%	67%	66%	66%	66%	65%	64%

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Regular Instructional Not on Tenure-Track (All Ranks)										
Female										
Black	2	2	2	3	3	2	2	1	0	0
Hispanic-Latino	0	0	0	1	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	2	1	0	0	0	0	1	1	1	2
Two or More	0	0	0	0	0	0	0	0	0	1
Total Minority	4	3	2	4	3	2	3	2	1	3
White	15	11	10	10	10	11	10	13	11	8
Unknown	0	0	1	1	1	0	0	0	0	0
International	3	3	4	6	13	13	13	11	8	10
Total Female	22	17	17	21	27	26	26	26	20	21
% Minority (excl. International)	21%	21%	15%	27%	21%	15%	23%	13%	8%	27%
Male										
Black	2	1	1	1	1	3	3	3	2	1
Hispanic-Latino	1	2	3	1	4	2	3	1	1	1
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	3	0	0	0
Asian	3	3	3	0	2	3	1	2	3	3
Two or More	1	0	0	0	0	1	0	1	0	0
Total Minority	7	6	7	2	7	9	10	7	6	5
White	47	45	42	34	34	30	25	27	27	30
Unknown		1	1	2	2	2	1	0	0	0
International	12	12	13	18	24	26	27	28	27	35
Total Male	66	64	63	56	67	67	63	62	60	70
% Minority (excl. International)	13%	12%	14%	5%	16%	22%	28%	21%	18%	14%
Total										
Black	4	3	3	4	4	5	5	4	2	1
Hispanic-Latino	1	2	3	2	4	2	3	1	1	1
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	3	0	0	0
Asian	5	4	3	0	2	3	2	3	4	5
Two or More	1	0	0	0	0	1	0	1	0	1
Total Minority	11	9	9	6	10	11	13	9	7	8
White	62	56	52	44	44	41	35	40	38	38
Unknown	0	1	2	3	3	2	1	0	0	0
International	15	15	17	24	37	39	40	39	35	45
Total	88	81	80	77	94	93	89	88	80	91
% Minority (excl. International)	15%	14%	14%	11%	18%	20%	27%	18%	16%	17%
% Female	25%	21%	21%	27%	29%	28%	29%	30%	25%	23%
% Male	75%	79%	79%	73%	71%	72%	71%	70%	75%	77%

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Lecturer (excludes Adjunct)										
<i>Female</i>										
Black	10	9	14	10	11	17	19	27	27	27
Hispanic-Latino	23	28	27	29	25	30	28	33	33	36
Native American	1	1	1	2	1	2	2	2	3	3
Native Hawaiian/Pacific Islander	1	0	1	1	0	0	0	0	0	0
Asian	26	27	33	29	35	37	34	35	41	44
Two or More	8	9	6	7	11	9	8	10	11	12
Total Minority	69	74	82	78	83	95	91	107	115	122
White	350	357	348	349	360	411	411	389	393	408
Unknown	3	5	8	6	8	9	11	10	10	11
International	21	23	24	30	23	24	20	20	27	22
Total Female	443	459	462	463	474	539	533	526	545	563
% Minority (excl. International)	16%	17%	19%	18%	18%	18%	18%	21%	22%	23%
<i>Male</i>										
Black	14	16	19	18	18	17	22	24	22	17
Hispanic-Latino	11	12	12	10	16	16	16	14	12	14
Native American	3	3	2	2	2	2	2	2	2	3
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	12	16	9	11	15	15	18	22	19	17
Two or More	3	4	4	4	3	5	4	6	5	4
Total Minority	43	51	46	45	54	55	62	68	60	55
White	291	290	294	304	313	335	322	355	329	339
Unknown	3	4	3	9	9	9	9	11	10	10
International	26	19	20	21	21	22	19	23	20	22
Total Male	363	364	363	379	397	421	412	457	419	426
% Minority (excl. International)	13%	15%	13%	13%	14%	14%	16%	16%	15%	14%
Total										
Black	24	25	33	28	29	34	41	51	49	44
Hispanic-Latino	34	40	39	39	41	46	44	47	45	50
Native American	4	4	3	4	3	4	4	4	5	6
Native Hawaiian/Pacific Islander	1	0	1	1	0	0	0	0	0	0
Asian	38	43	42	40	50	52	52	57	60	61
Two or More	11	13	10	11	14	14	12	16	16	16
Total Minority	112	125	128	123	137	150	153	175	175	177
White	641	647	642	653	673	746	733	744	722	747
Unknown	6	9	11	15	17	18	20	21	20	21
International	47	42	44	51	44	46	39	43	47	44
Total	806	823	825	842	871	960	945	983	964	989
% Minority (excl. International)	15%	16%	16%	16%	17%	16%	17%	19%	19%	19%
% Female	55%	56%	56%	55%	54%	56%	56%	54%	57%	57%
% Male	45%	44%	44%	45%	46%	44%	44%	46%	43%	43%

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

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

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

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Total Regular Instructional Faculty (Tenured, Tenure-Track, Regular Not on Tenure-Track, Lecturer)										
Female										
Black	64	61	64	64	70	77	82	90	93	99
Hispanic-Latino	63	73	77	80	76	78	76	82	81	93
Native American	5	5	5	6	5	6	6	7	8	8
Native Hawaiian/Pacific Islander	3	2	3	3	2	2	2	2	2	2
Asian	126	138	152	160	176	183	190	195	203	209
Two or More	18	18	15	15	20	18	21	26	30	32
Total Minority	279	297	316	328	349	364	377	402	417	443
White	1,005	1,049	1,057	1,054	1,094	1,165	1,167	1,159	1,173	1,198
Unknown	8	11	17	17	21	24	25	24	25	26
International	77	59	51	58	57	61	62	62	65	55
Total Female	1,369	1,416	1,441	1,457	1,521	1,614	1,631	1,647	1,680	1,722
% Minority (excl. International)	22%	22%	23%	23%	24%	23%	24%	25%	26%	27%
Male										
Black	96	99	101	98	97	99	106	104	99	93
Hispanic-Latino	81	82	84	79	91	87	91	88	83	84
Native American	11	11	10	10	11	11	10	8	9	10
Native Hawaiian/Pacific Islander	2	1	1	1	1	1	4	0	0	0
Asian	290	316	321	327	338	347	361	375	387	387
Two or More	19	24	25	25	25	30	30	36	32	33
Total Minority	499	533	542	540	563	575	602	611	610	607
White	1,868	1,872	1,883	1,868	1,863	1,877	1,860	1,873	1,822	1,819
Unknown	17	20	19	28	29	31	29	31	31	32
International	124	92	79	77	85	87	84	94	94	102
Total Male	2,508	2,517	2,523	2,513	2,540	2,570	2,575	2,609	2,557	2,560
% Minority (excl. International)	21%	22%	22%	22%	23%	23%	24%	24%	25%	25%
Total										
Black	160	160	165	162	167	176	188	194	192	192
Hispanic-Latino	144	155	161	159	167	165	167	170	164	177
Native American	16	16	15	16	16	17	16	15	17	18
Native Hawaiian/Pacific Islander	5	3	4	4	3	3	6	2	2	2
Asian	416	454	473	487	514	530	551	570	590	596
Two or More	37	42	40	40	45	48	51	62	62	65
Total Minority	778	830	858	868	912	939	979	1,013	1,027	1,050
White	2,873	2,921	2,940	2,922	2,957	3,042	3,027	3,032	2,995	3,017
Unknown	25	31	36	45	50	55	54	55	56	58
International	201	151	130	135	142	148	146	156	159	157
Total	3,877	3,933	3,964	3,970	4,061	4,184	4,206	4,256	4,237	4,282
% Minority (excl. International)	21%	22%	22%	23%	23%	23%	24%	25%	25%	25%
% Female	35%	36%	36%	37%	37%	39%	39%	39%	40%	40%
% Male	65%	64%	64%	63%	63%	61%	61%	61%	60%	60%

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

These counts exclude adjunct, clinical, and visiting titles.

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

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

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Regular Clinical Instructional Faculty (All Ranks)										
Female										
Black	25	31	33	35	41	38	41	47	44	50
Hispanic-Latino	21	30	35	35	35	33	34	42	44	50
Native American	2	2	4	3	3	3	3	4	4	4
Native Hawaiian/Pacific Islander	0	1	0	0	0	0	0	0	0	0
Asian	130	130	140	150	162	174	193	205	212	227
Two or More	18	19	19	17	17	21	19	22	25	28
Total Minority	196	213	231	240	258	269	290	320	329	359
White	518	544	580	609	654	685	719	784	823	828
Unknown	11	8	9	13	14	16	14	17	15	18
International	20	17	18	14	16	13	11	13	15	8
Total Female	745	782	838	876	942	983	1,034	1,134	1,182	1,213
% Minority (excl. International)	27%	28%	28%	28%	28%	28%	28%	29%	28%	30%
Male										
Black	20	24	25	26	26	28	32	36	38	35
Hispanic-Latino	17	18	16	22	20	16	15	17	22	28
Native American	1	1	1	2	1	1	1	2	2	2
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	103	113	112	130	145	156	157	170	177	186
Two or More	6	5	5	6	7	8	9	12	11	8
Total Minority	147	161	159	186	199	209	214	237	250	259
White	482	515	532	556	607	613	640	684	714	734
Unknown	16	19	19	18	19	20	18	20	22	25
International	35	30	35	20	25	17	19	20	22	16
Total Male	680	725	745	780	850	859	891	961	1,008	1,034
% Minority (excl. International)	23%	23%	22%	24%	24%	25%	25%	25%	25%	25%
Total										
Black	45	55	58	61	67	66	73	83	82	85
Hispanic-Latino	38	48	51	57	55	49	49	59	66	78
Native American	3	3	5	5	4	4	4	6	6	6
Native Hawaiian/Pacific Islander	0	1	0	0	0	0	0	0	0	0
Asian	233	243	252	280	307	330	350	375	389	413
Two or More	24	24	24	23	24	29	28	34	36	36
Total Minority	343	374	390	426	457	478	504	557	579	618
White	1,000	1,059	1,112	1,165	1,261	1,298	1,359	1,468	1,537	1,562
Unknown	27	27	28	31	33	36	32	37	37	43
International	55	47	53	34	41	30	30	33	37	24
Total	1,425	1,507	1,583	1,656	1,792	1,842	1,925	2,095	2,190	2,247
% Minority (excl. International)	25%	26%	25%	26%	26%	26%	27%	27%	27%	28%
% Female	52%	52%	53%	53%	53%	53%	54%	54%	54%	54%
% Male	48%	48%	47%	47%	47%	47%	46%	46%	46%	46%

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

These counts exclude adjunct and visiting titles.

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

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

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Primary Faculty (All Titles and Ranks)										
Female										
Black	7	8	5	3	3	4	5	4	7	7
Hispanic-Latino	8	14	15	12	11	10	10	8	9	9
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	1	1	1	1	1	1	1	1	1
Asian	68	73	70	70	75	84	82	87	89	81
Two or More	7	6	7	8	6	5	7	9	8	8
Total Minority	91	102	98	94	96	104	105	109	114	106
White	259	269	258	251	240	245	255	256	259	247
Unknown	2	2	4	6	6	6	5	4	5	8
International	35	39	35	33	24	25	24	31	31	31
Total Female	387	412	395	384	366	380	389	400	409	392
% Minority (excl. International)	26%	27%	27%	27%	28%	29%	29%	30%	30%	29%
Male										
Black	6	7	7	9	9	8	8	7	7	5
Hispanic-Latino	17	17	19	19	20	22	25	25	21	19
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	109	128	120	127	132	135	124	122	102	100
Two or More	4	5	4	5	5	4	4	3	5	4
Total Minority	136	157	150	160	166	169	161	157	135	128
White	267	282	280	274	277	274	270	269	266	241
Unknown	1	1	2	4	2	2	2	2	4	5
International	77	65	57	52	61	67	69	79	84	88
Total Male	481	505	489	490	506	512	502	507	489	462
% Minority (excl. International)	34%	36%	35%	37%	37%	38%	37%	37%	33%	34%
Total										
Black	13	15	12	12	12	12	13	11	14	12
Hispanic-Latino	25	31	34	31	31	32	35	33	30	28
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	1	1	1	1	1	1	1	1	1	1
Asian	177	201	190	197	207	219	206	209	191	181
Two or More	11	11	11	13	11	9	11	12	13	12
Total Minority	227	259	248	254	262	273	266	266	249	234
White	526	551	538	525	517	519	525	525	525	488
Unknown	3	3	6	10	8	8	7	6	9	13
International	112	104	92	85	85	92	93	110	115	119
Total	868	917	884	874	872	892	891	907	898	854
% Minority (excl. International)	30%	32%	31%	32%	33%	34%	33%	33%	32%	32%
% Female	45%	45%	45%	44%	42%	43%	44%	44%	46%	46%
% Male	55%	55%	55%	56%	58%	57%	56%	56%	54%	54%

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

These counts exclude adjunct, clinical, and visiting titles.

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

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

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Total Regular Faculty (Instructional, Clinical and Primary)										
Female										
Black	96	100	102	102	114	119	128	141	144	156
Hispanic-Latino	92	117	127	127	122	121	120	132	134	152
Native American	7	7	9	9	8	9	9	11	12	12
Native Hawaiian/Pacific Islander	4	4	4	4	3	3	3	3	3	3
Asian	324	341	362	380	413	441	465	487	504	517
Two or More	43	43	41	40	43	44	47	57	63	68
Total Minority	566	612	645	662	703	737	772	831	860	908
White	1,782	1,862	1,895	1,914	1,988	2,095	2,141	2,199	2,255	2,273
Unknown	21	21	30	36	41	46	44	45	45	52
International	132	115	104	105	97	99	97	106	111	94
Total Female	2,501	2,610	2,674	2,717	2,829	2,977	3,054	3,181	3,271	3,327
% Minority (excl. International)	24%	25%	25%	25%	26%	26%	26%	27%	27%	28%
Male										
Black	122	130	133	133	132	135	146	147	144	133
Hispanic-Latino	115	117	119	120	131	125	131	130	126	131
Native American	12	12	11	12	12	12	11	10	11	12
Native Hawaiian/Pacific Islander	2	1	1	1	1	1	4	0	0	0
Asian	502	557	553	584	615	638	642	667	666	673
Two or More	29	34	34	36	37	42	43	51	48	45
Total Minority	782	851	851	886	928	953	977	1,005	995	994
White	2,617	2,669	2,695	2,698	2,747	2,764	2,770	2,826	2,802	2,794
Unknown	34	40	40	50	50	53	49	53	57	62
International	236	187	171	149	171	171	172	193	200	206
Total Male	3,669	3,747	3,757	3,783	3,896	3,941	3,968	4,077	4,054	4,056
% Minority (excl. International)	23%	24%	24%	24%	25%	25%	26%	26%	26%	26%
Total										
Black	218	230	235	235	246	254	274	288	288	289
Hispanic-Latino	207	234	246	247	253	246	251	262	260	283
Native American	19	19	20	21	20	21	20	21	23	24
Native Hawaiian/Pacific Islander	6	5	5	5	4	4	7	3	3	3
Asian	826	898	915	964	1,028	1,079	1,107	1,154	1,170	1,190
Two or More	72	77	75	76	80	86	90	108	111	113
Total Minority	1,348	1,463	1,496	1,548	1,631	1,690	1,749	1,836	1,855	1,902
White	4,399	4,531	4,590	4,612	4,735	4,859	4,911	5,025	5,057	5,067
Unknown	55	61	70	86	91	99	93	98	102	114
International	368	302	275	254	268	270	269	299	311	300
Total	6,170	6,357	6,431	6,500	6,725	6,918	7,022	7,258	7,325	7,383
% Minority (excl. International)	23%	24%	24%	25%	25%	25%	26%	26%	26%	27%
% Female	41%	41%	42%	42%	42%	43%	43%	44%	45%	45%
% Male	59%	59%	58%	58%	58%	57%	57%	56%	55%	55%

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

These counts exclude adjunct and visiting titles.

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

UNIVERSITY OF MICHIGAN - ANN ARBOR
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(Using Federal Race/Ethnicity Codes)

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Supplemental Instructional Faculty (includes Adjunct and Visiting)										
Female										
Black	4	4	3	3	5	4	5	3	4	5
Hispanic-Latino	3	5	6	5	5	4	3	2	5	5
Native American	0	0	0	0	0	0	1	1	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	11	11	8	10	12	7	8	9	14	14
Two or More	1	1	0	0	0	1	1	1	1	0
Total Minority	19	21	17	18	22	16	18	16	24	24
White	59	59	59	65	58	52	52	47	51	41
Unknown	0	0	0	1	1	0	0	1	1	1
International	7	9	3	6	3	5	2	1	2	2
Total Female	85	89	79	90	84	73	72	65	78	68
% Minority (excl. International)	24%	26%	22%	21%	27%	24%	26%	25%	32%	36%
Male										
Black	4	2	1	2	2	3	6	4	3	3
Hispanic-Latino	1	2	2	2	3	3	6	3	2	2
Native American	1	1	3	2	3	2	3	2	4	3
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	4	5	7	7	7	5	8	9	10	5
Two or More	0	0	1	1	0	1	1	0	0	0
Total Minority	10	10	14	14	15	14	24	18	19	13
White	89	92	98	88	76	79	77	84	83	61
Unknown	0	0	1		0		1	1	4	4
International	11	13	12	19	12	8	7	11	6	6
Total Male	110	115	125	121	103	101	109	114	112	84
% Minority (excl. International)	10%	10%	12%	14%	16%	15%	24%	17%	18%	17%
Total										
Black	8	6	4	5	7	7	11	7	7	8
Hispanic-Latino	4	7	8	7	8	7	9	5	7	7
Native American	1	1	3	2	3	2	4	3	4	3
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	15	16	15	17	19	12	16	18	24	19
Two or More	1	1	1	1	0	2	2	1	1	0
Total Minority	29	31	31	32	37	30	42	34	43	37
White	148	151	157	153	134	131	129	131	134	102
Unknown	0	0	1	1	1	0	1	2	5	5
International	18	22	15	25	15	13	9	12	8	8
Total	195	204	204	211	187	174	181	179	190	152
% Minority (excl. International)	16%	17%	16%	17%	22%	19%	24%	20%	24%	26%
% Female	44%	44%	39%	43%	45%	42%	40%	36%	41%	45%
% Male	56%	56%	61%	57%	55%	58%	60%	64%	59%	55%

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

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

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

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Supplemental Primary Faculty (All Ranks)										
Female										
Black	0	0	0	0	0	0	0	0	0	0
Hispanic-Latino	0	0	0	0	1	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	1	1	3	4	1	0	2	2	1	0
Two or More	0	0	0	0	0	1	0	0	0	0
Total Minority	1	1	3	4	2	1	2	2	1	0
White	3	7	7	9	7	5	3	2	3	6
Unknown	0	0	0	0	0	0	0	0	1	0
International	6	7	10	8	12	8	7	8	9	7
Total Female	10	15	20	21	21	14	12	12	14	13
% Minority (excl. International)	25%	13%	30%	31%	22%	17%	40%	50%	20%	0%
Male										
Black	0	0	0	1	1	1	0	0	1	1
Hispanic-Latino	0	1	1	1	1	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	5	3	3	5	3	5	5	3	4	1
Two or More	0	1	1	0	1	0	0	0	0	0
Total Minority	5	5	5	7	6	6	5	3	5	2
White	20	12	16	13	12	12	9	9	9	6
Unknown	2	2	1	1	0	0	0	0	0	6
International	17	20	16	18	22	18	16	14	15	0
Total Male	44	39	38	39	40	36	30	26	29	14
% Minority (excl. International)	19%	26%	23%	33%	33%	33%	36%	25%	36%	14%
Total										
Black	0	0	0	1	1	1	0	0	1	1
Hispanic-Latino	0	1	1	1	2	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	6	4	6	9	4	5	7	5	5	1
Two or More	0	1	1	0	1	1	0	0	0	0
Total Minority	6	6	8	11	8	7	7	5	6	2
White	23	19	23	22	19	17	12	11	12	12
Unknown	2	2	1	1	0	0	0	0	1	6
International	23	27	26	26	34	26	23	22	24	7
Total	54	54	58	60	61	50	42	38	43	27
% Minority (excl. International)	19%	22%	25%	32%	30%	29%	37%	31%	32%	10%
% Female	19%	28%	34%	35%	34%	28%	29%	32%	33%	48%
% Male	81%	72%	66%	65%	66%	72%	71%	68%	67%	52%

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

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

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

Ann Arbor Campus

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Emeritus/a Faculty										
Female										
Black	0	0	0	0	0	3	1	1	1	1
Hispanic-Latino	1	1	1	1	1	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	1	1	0	0	1	1
Two or More	0	0	0	0	0	0	0	0	0	0
Total Minority	1	1	1	1	2	4	1	1	2	2
White	7	11	10	15	17	12	16	19	22	23
Unknown	0	0	0	0	0	0	0	0	1	1
International	0	0	0	0	0	0	0	0	0	0
Total Female	8	12	11	16	19	16	17	20	25	26
% Minority (excl. International)	13%	8%	9%	6%	11%	25%	6%	5%	8%	8%
Male										
Black	2	3	4	4	5	6	4	3	3	2
Hispanic-Latino	1	1	0	0	0	1	1	0	1	1
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	2	2	1	2	1	1	2	2	2	1
Two or More	0	0	0	0	0	0	0	0	1	1
Total Minority	5	6	5	6	6	8	7	5	7	5
White	43	49	58	58	57	58	60	70	74	74
Unknown	0	0	1	1	1	1	0	0	0	0
International	0	0	0	0	0	0	0	0	0	0
Total Male	48	55	64	65	64	67	67	75	81	79
% Minority (excl. International)	10%	11%	8%	9%	9%	12%	10%	7%	9%	6%
Total										
Black	2	3	4	4	5	9	5	4	4	3
Hispanic-Latino	2	2	1	1	1	1	1	0	1	1
Native American	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	2	2	1	2	2	2	2	2	3	2
Two or More	0	0	0	0	0	0	0	0	1	1
Total Minority	6	7	6	7	8	12	8	6	9	7
White	50	60	68	73	74	70	76	89	96	97
Unknown	0	0	1	1	1	1	0	0	1	1
International	0	0	0	0	0	0	0	0	0	0
Total	56	67	75	81	83	83	84	95	106	105
% Minority (excl. International)	11%	10%	8%	9%	10%	14%	10%	6%	8%	7%
% Female	14%	18%	15%	20%	23%	19%	20%	21%	24%	25%
% Male	86%	82%	85%	80%	77%	81%	80%	79%	76%	75%

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

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

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

Ann Arbor Campus

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Total Faculty (Regular Instructional/Clinical/Primary, Supplemental Instructional/Primary, Emeritus/a)										
Female										
Black	100	104	105	105	119	126	134	145	149	162
Hispanic-Latino	96	123	134	133	129	125	123	134	139	157
Native American	7	7	9	9	8	9	10	12	12	12
Native Hawaiian/Pacific Islander	4	4	4	4	3	3	3	3	3	3
Asian	336	353	373	394	427	449	475	498	520	532
Two or More	44	44	41	40	43	46	48	58	64	68
Total Minority	587	635	666	685	729	758	793	850	887	934
White	1,851	1,939	1,971	2,003	2,070	2,164	2,212	2,267	2,331	2,343
Unknown	21	21	30	37	42	46	44	46	48	54
International	145	131	117	119	112	112	106	115	122	103
Total Female	2,604	2,726	2,784	2,844	2,953	3,080	3,155	3,278	3,388	3,434
% Minority (excl. International)	24%	24%	25%	25%	26%	26%	26%	27%	27%	28%
Male										
Black	128	135	138	140	140	145	156	154	151	139
Hispanic-Latino	117	121	122	123	135	129	138	133	129	134
Native American	13	13	14	14	15	14	14	12	15	15
Native Hawaiian/Pacific Islander	2	1	1	1	1	1	4	0	0	0
Asian	513	567	564	598	626	649	657	681	682	680
Two or More	29	35	36	37	38	43	44	51	49	46
Total Minority	802	872	875	913	955	981	1,013	1,031	1,026	1,014
White	2,769	2,822	2,867	2,857	2,892	2,913	2,916	2,989	2,968	2,935
Unknown	36	42	43	52	51	54	50	54	61	72
International	264	220	199	186	205	197	195	218	221	212
Total Male	3,871	3,956	3,984	4,008	4,103	4,145	4,174	4,292	4,276	4,233
% Minority (excl. International)	22%	23%	23%	24%	24%	25%	25%	25%	25%	25%
Total										
Black	228	239	243	245	259	271	290	299	300	301
Hispanic-Latino	213	244	256	256	264	254	261	267	268	291
Native American	20	20	23	23	23	23	24	24	27	27
Native Hawaiian/Pacific Islander	6	5	5	5	4	4	7	3	3	3
Asian	849	920	937	992	1,053	1,098	1,132	1,179	1,202	1,212
Two or More	73	79	77	77	81	89	92	109	113	114
Total Minority	1,389	1,507	1,541	1,598	1,684	1,739	1,806	1,881	1,913	1,948
White	4,620	4,761	4,838	4,860	4,962	5,077	5,128	5,256	5,299	5,278
Unknown	57	63	73	89	93	100	94	100	109	126
International	409	351	316	305	317	309	301	333	343	315
Total	6,475	6,682	6,768	6,852	7,056	7,225	7,329	7,570	7,664	7,667
% Minority (excl. International)	23%	24%	24%	24%	25%	25%	26%	26%	26%	26%
% Female	40%	41%	41%	42%	42%	43%	43%	43%	44%	45%
% Male	60%	59%	59%	58%	58%	57%	57%	57%	56%	55%

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

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

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

Ann Arbor Campus – Excluding Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Regular Staff										
Female										
Black	754	769	778	806	839	873	897	923	980	941
Hispanic-Latino	247	255	243	243	279	306	321	353	403	402
Native American	22	21	19	17	19	18	17	17	21	20
Native Hawaiian/Pacific Islander	3	4	4	5	4	4	5	5	6	6
Asian	535	552	565	574	590	628	641	673	713	727
Two or More	129	125	126	137	148	168	192	210	229	221
Total Minority	1,690	1,726	1,735	1,782	1,879	1,997	2,073	2,181	2,352	2,317
White	6,576	6,497	6,493	6,564	6,631	6,824	6,956	7,159	7,361	7,238
Unknown	96	114	132	112	101	98	91	87	80	78
International	133	122	124	126	133	143	136	173	189	185
Total Female	8,495	8,459	8,484	8,584	8,744	9,062	9,256	9,600	9,982	9,818
% Minority (excl. International)	20%	21%	21%	21%	22%	22%	23%	23%	24%	24%
Male										
Black	403	421	433	484	518	534	545	593	619	593
Hispanic-Latino	149	156	168	182	183	198	210	224	232	238
Native American	19	17	16	13	14	12	14	12	9	10
Native Hawaiian/Pacific Islander	3	3	3	3	1	3	2	3	4	4
Asian	253	263	273	262	280	296	290	315	328	336
Two or More	74	75	86	92	96	113	110	129	131	139
Total Minority	901	935	979	1,036	1,092	1,156	1,171	1,276	1,323	1,320
White	3,817	3,916	4,052	4,166	4,288	4,413	4,432	4,544	4,642	4,592
Unknown	89	105	102	101	103	96	102	95	93	93
International	97	79	84	95	101	123	129	139	141	149
Total Male	4,904	5,035	5,217	5,398	5,584	5,788	5,834	6,054	6,199	6,154
% Minority (excl. International)	19%	19%	19%	20%	20%	20%	21%	22%	22%	22%
Total Regular Staff										
Black	1,157	1,190	1,211	1,290	1,357	1,407	1,442	1,516	1,599	1,534
Hispanic-Latino	396	411	411	425	462	504	531	577	635	640
Native American	41	38	35	30	33	30	31	29	30	30
Native Hawaiian/Pacific Islander	6	7	7	8	5	7	7	8	10	10
Asian	788	815	838	836	870	924	931	988	1,041	1,063
Two or More	203	200	212	229	244	281	302	339	360	360
Total Minority	2,591	2,661	2,714	2,818	2,971	3,153	3,244	3,457	3,675	3,637
White	10,393	10,413	10,545	10,730	10,919	11,237	11,388	11,703	12,003	11,830
Unknown	185	219	234	213	204	194	193	182	173	171
International	230	201	208	221	234	266	265	312	330	334
Total	13,399	13,494	13,701	13,982	14,328	14,850	15,090	15,654	16,181	15,972
% Minority (excl. International)	20%	20%	20%	20%	21%	22%	22%	23%	23%	23%
% Female	63%	63%	62%	61%	61%	61%	61%	61%	62%	61%
% Male	37%	37%	38%	39%	39%	39%	39%	39%	38%	39%
Regular Staff by Job Family										
Career Families	11,540	11,652	11,785	12,007	12,285	12,747	12,972	13,463	13,967	13,785
Athletics	85	90	93	95	95	101	100	103	109	104
Academic Administrative Ungraded	2	1	3	4	1	3	4	5	3	1
Service/Maintenance	1,159	1,164	1,165	1,222	1,266	1,312	1,330	1,376	1,406	1,383
Operating Engineers & Trades	483	467	454	452	441	446	452	460	452	451
Security/Public Safety	94	90	172	174	212	213	212	228	223	228
Nursing	36	30	29	28	28	28	20	19	21	20
Total	13,399	13,494	13,701	13,982	14,328	14,850	15,090	15,654	16,181	15,972

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

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

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

Ann Arbor Campus – Excluding Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)										
Female										
Black	70	74	74	65	80	71	78	91	105	107
Hispanic-Latino	76	94	87	103	99	103	109	126	135	139
Native American	4	3	4	3	3	4	3	2	1	3
Native Hawaiian/Pacific Islander	1	0	1	2	1	0	0	0	0	0
Asian	159	144	152	153	135	141	143	152	166	174
Two or More	38	37	30	41	41	45	39	45	63	71
Total Minority	348	352	348	367	359	364	372	416	470	494
White	916	905	891	874	842	842	855	900	930	920
Unknown	16	13	30	45	60	55	62	64	84	75
International	708	699	667	661	697	755	815	810	857	864
Total Female	1,988	1,969	1,936	1,947	1,958	2,016	2,104	2,190	2,341	2,353
% Minority (excl. International)	27%	28%	27%	29%	28%	29%	29%	30%	32%	33%
Male										
Black	50	39	55	47	48	59	55	62	63	73
Hispanic-Latino	89	87	96	98	103	96	115	132	112	127
Native American	2	3	8	5	4	5	6	5	4	5
Native Hawaiian/Pacific Islander	0	0	2	4	2	1	1	1	0	0
Asian	180	188	199	190	176	159	156	173	178	170
Two or More	41	44	48	50	46	51	55	63	68	69
Total Minority	362	361	408	394	379	371	388	436	425	444
White	1,189	1,194	1,176	1,121	1,048	1,038	1,040	1,009	1,008	976
Unknown	15	20	40	74	85	83	86	92	92	88
International	1,417	1,419	1,419	1,387	1,445	1,522	1,558	1,546	1,615	1,504
Total Male	2,983	2,994	3,043	2,976	2,957	3,014	3,072	3,083	3,140	3,012
% Minority (excl. International)	23%	23%	25%	25%	25%	25%	26%	28%	28%	29%
Total Supplemental Staff										
Black	120	113	129	112	128	130	133	153	168	180
Hispanic-Latino	165	181	183	201	202	199	224	258	247	266
Native American	6	6	12	8	7	9	9	7	5	8
Native Hawaiian/Pacific Islander	1	0	3	6	3	1	1	1	0	0
Asian	339	332	351	343	311	300	299	325	344	344
Two or More	79	81	78	91	87	96	94	108	131	140
Total Minority	710	713	756	761	738	735	760	852	895	938
White	2105	2099	2067	1995	1890	1880	1895	1909	1938	1896
Unknown	31	33	70	119	145	138	148	156	176	163
International	2125	2118	2086	2048	2142	2277	2373	2356	2472	2368
Total	4,971	4,963	4,979	4,923	4,915	5,030	5,176	5,273	5,481	5,365
% Minority (excl. International)	25%	25%	26%	26%	27%	27%	27%	29%	30%	31%
% Female	40%	40%	39%	40%	40%	40%	41%	42%	43%	44%
% Male	60%	60%	61%	60%	60%	60%	59%	58%	57%	56%
Supplemental Staff by Job Family										
Graduate Student Instructor	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011	2,098	2,146
Graduate Student Research Assistan	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945	2,037	1,964
Graduate Student Staff Assistant	47	47	40	41	43	41	45	36	35	35
Research Fellows	1,198	1,152	1,169	1,145	1,154	1,188	1,231	1,221	1,249	1,156
Clinical Interns	14	12	14	16	46	38	46	57	59	62
Professional Specialist/Other	0	0	0	5	3	1	3	3	3	2
Total	4,971	4,963	4,979	4,923	4,915	5,030	5,176	5,273	5,481	5,365

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

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

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

Ann Arbor Campus – Excluding Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, which are counted with Faculty)										
Female										
Black	824	843	852	871	919	944	975	1,014	1,085	1,048
Hispanic-Latino	323	349	330	346	378	409	430	479	538	541
Native American	26	24	23	20	22	22	20	19	22	23
Native Hawaiian/Pacific Islander	4	4	5	7	5	4	5	5	6	6
Asian	694	696	717	727	725	769	784	825	879	901
Two or More	167	162	156	178	189	213	231	255	292	292
Total Minority	2,038	2,078	2,083	2,149	2,238	2,361	2,445	2,597	2,822	2,811
White	7,492	7,402	7,384	7,438	7,473	7,666	7,811	8,059	8,291	8,158
Unknown	112	127	162	157	161	153	153	151	164	153
International	841	821	791	787	830	898	951	983	1,046	1,049
Total Female	10,483	10,428	10,420	10,531	10,702	11,078	11,360	11,790	12,323	12,171
% Minority (excl. International)	21%	22%	22%	22%	23%	23%	23%	24%	25%	25%
Male										
Black	453	460	488	531	566	593	600	655	682	666
Hispanic-Latino	238	243	264	280	286	294	325	356	344	365
Native American	21	20	24	18	18	17	20	17	13	15
Native Hawaiian/Pacific Islander	3	3	5	7	3	4	3	4	4	4
Asian	433	451	472	452	456	455	446	488	506	506
Two or More	115	119	134	142	142	164	165	192	199	208
Total Minority	1,263	1,296	1,387	1,430	1,471	1,527	1,559	1,712	1,748	1,764
White	5,006	5,110	5,228	5,287	5,336	5,451	5,472	5,553	5,650	5,568
Unknown	104	125	142	175	188	179	188	187	185	181
International	1,514	1,498	1,503	1,482	1,546	1,645	1,687	1,685	1,756	1,653
Total Male	7,887	8,029	8,260	8,374	8,541	8,802	8,906	9,137	9,339	9,166
% Minority (excl. International)	20%	20%	21%	21%	21%	21%	22%	23%	23%	23%
Total Regular and Supplemental Staff										
Black	1,277	1,303	1,340	1,402	1,485	1,537	1,575	1,669	1,767	1,714
Hispanic-Latino	561	592	594	626	664	703	755	835	882	906
Native American	47	44	47	38	40	39	40	36	35	38
Native Hawaiian/Pacific Islander	7	7	10	14	8	8	8	9	10	10
Asian	1,127	1,147	1,189	1,179	1,181	1,224	1,230	1,313	1,385	1,407
Two or More	282	281	290	320	331	377	396	447	491	500
Total Minority	3,301	3,374	3,470	3,579	3,709	3,888	4,004	4,309	4,570	4,575
White	12,498	12,512	12,612	12,725	12,809	13,117	13,283	13,612	13,941	13,726
Unknown	216	252	304	332	349	332	341	338	349	334
International	2,355	2,319	2,294	2,269	2,376	2,543	2,638	2,668	2,802	2,702
Total	18,370	18,457	18,680	18,905	19,243	19,880	20,266	20,927	21,662	21,337
% Minority (excl. International)	21%	21%	21%	22%	22%	22%	23%	24%	24%	25%
% Female	57%	56%	56%	56%	56%	56%	56%	56%	57%	57%
% Male	43%	44%	44%	44%	44%	44%	44%	44%	43%	43%

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

Ann Arbor Campus – Excluding Hospitals

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Regular and Supplemental Staff by Job Family										
Career Families	11,540	11,652	11,785	12,007	12,285	12,747	12,972	13,463	13,967	13,785
Athletics	85	90	93	95	95	101	100	103	109	104
Academic Administrative Ungraded	2	1	3	4	1	3	4	5	3	1
Service/Maintenance	1,159	1,164	1,165	1,222	1,266	1,312	1,330	1,376	1,406	1,383
Operating Engineers & Trades	483	467	454	452	441	446	452	460	452	451
Security/Public Safety	94	90	172	174	212	213	212	228	223	228
Nursing	36	30	29	28	28	28	20	19	21	20
Graduate Student Instructor	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011	2,098	2,146
Graduate Student Research Assistan	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945	2,037	1,964
Graduate Student Staff Assistant	47	47	40	41	43	41	45	36	35	35
Research Fellows	1,198	1,152	1,169	1,145	1,154	1,188	1,231	1,221	1,249	1,156
Clinical Interns	14	12	14	16	46	38	46	57	59	62
Professional Specialist/Other	0	0	0	5	3	1	3	3	3	2
Total	18,370	18,457	18,680	18,905	19,243	19,880	20,266	20,927	21,662	21,337

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

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

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

Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Regular Staff										
Female										
Black	1,141	1,217	1,207	1,284	1,352	1,471	1,585	1,613	1,662	1,601
Hispanic-Latino	235	257	260	285	317	354	394	419	450	445
Native American	39	43	42	39	39	37	35	35	36	33
Native Hawaiian/Pacific Islander	10	10	13	12	14	13	14	16	13	17
Asian	416	443	451	486	539	573	617	662	702	688
Two or More	142	161	171	187	207	234	276	295	310	314
Total Minority	1,983	2,131	2,144	2,293	2,468	2,682	2,921	3,040	3,173	3,098
White	9,127	9,769	9,825	10,243	10,509	10,896	11,569	11,906	12,142	11,792
Unknown	206	344	382	349	324	300	284	279	256	237
International	31	29	29	27	27	37	50	51	44	50
Total Female	11,347	12,273	12,380	12,912	13,328	13,915	14,824	15,276	15,615	15,177
% Minority (excl. International)	18%	17%	17%	18%	19%	19%	20%	20%	20%	20%
Male										
Black	434	460	456	475	475	508	563	567	589	578
Hispanic-Latino	89	96	96	104	105	115	126	126	142	137
Native American	13	13	13	15	11	9	10	8	8	7
Native Hawaiian/Pacific Islander	6	7	6	9	10	10	9	8	9	9
Asian	125	134	140	154	175	183	203	212	235	237
Two or More	56	60	68	72	82	85	100	108	126	122
Total Minority	723	770	779	829	858	910	1,011	1,029	1,109	1,090
White	2,211	2,363	2,328	2,461	2,491	2,642	2,894	2,924	2,990	2,910
Unknown	85	128	137	133	115	97	91	90	87	83
International	24	28	24	21	25	27	29	34	31	27
Total Male	3,043	3,289	3,268	3,444	3,489	3,676	4,025	4,077	4,217	4,110
% Minority (excl. International)	24%	24%	24%	24%	25%	25%	25%	25%	26%	27%
Total Regular Staff										
Black	1,575	1,677	1,663	1,759	1,827	1,979	2,148	2,180	2,251	2,179
Hispanic-Latino	324	353	356	389	422	469	520	545	592	582
Native American	52	56	55	54	50	46	45	43	44	40
Native Hawaiian/Pacific Islander	16	17	19	21	24	23	23	24	22	26
Asian	541	577	591	640	714	756	820	874	937	925
Two or More	198	221	239	259	289	319	376	403	436	436
Total Minority	2,706	2,901	2,923	3,122	3,326	3,592	3,932	4,069	4,282	4,188
White	11,338	12,132	12,153	12,704	13,000	13,538	14,463	14,830	15,132	14,702
Unknown	291	472	519	482	439	397	375	369	343	320
International	55	57	53	48	52	64	79	85	75	77
Total Regular Staff	14,390	15,562	15,648	16,356	16,817	17,591	18,849	19,353	19,832	19,287
% Minority (excl. International)	19%	19%	19%	19%	20%	20%	21%	21%	22%	22%
% Female	79%	79%	79%	79%	79%	79%	79%	79%	79%	79%
% Male	21%	21%	21%	21%	21%	21%	21%	21%	21%	21%

Regular Staff by Job Family

Career Families	9,192	9,781	9,822	10,271	10,697	11,184	11,967	11,930	12,572	12,015
Athletics	0	0	0	0	0	0	0	0	0	0
Academic Administrative Ungraded	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	1,133	1,235	1,263	1,292	1,188	1,245	1,314	1,345	1,390	1,341
Operating Engineers & Trades	19	16	15	13	14	13	14	460	68	70
Security/Public Safety	76	76	0	0	0	0	0	0	0	0
Nursing	3,970	4,454	4,548	4,780	4,918	5,149	5,554	5,618	5,802	5,861
Total	14,390	15,562	15,648	16,356	16,817	17,591	18,849	19,353	19,832	19,287

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

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

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

Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)										
Female										
Black	21	23	25	23	19	19	18	20	22	21
Hispanic-Latino	16	12	7	9	7	5	12	15	17	22
Native American	1	1	0	0	0	0	0	1	1	1
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	0	0
Asian	106	116	121	117	125	123	116	111	114	115
Two or More	7	7	9	10	13	14	16	15	16	22
Total Minority	152	159	162	159	164	161	162	162	170	181
White	306	322	347	344	359	363	372	402	439	440
Unknown	8	8	6	5	3	3	4	3	3	4
International	14	12	8	3	4	8	8	8	8	5
Total Female	480	501	523	511	530	535	546	575	620	630
% Minority (excl. International)	33%	33%	31%	31%	31%	31%	30%	29%	28%	29%
Male										
Black	16	14	11	8	13	14	12	15	13	24
Hispanic-Latino	10	9	7	6	10	7	14	23	16	13
Native American	1	1	1	1	1	1	1	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0
Asian	118	119	120	131	144	151	168	135	134	134
Two or More	8	9	11	11	9	14	15	15	17	18
Total Minority	153	152	150	157	177	187	210	188	180	189
White	449	473	482	493	495	482	459	477	451	433
Unknown	19	13	10	5	8	8	11	11	11	10
International	23	20	16	24	18	18	16	17	18	16
Total Male	644	658	658	679	698	695	696	693	660	648
% Minority (excl. International)	25%	24%	23%	24%	26%	28%	31%	28%	28%	30%
Total Supplemental Staff										
Black	37	37	36	31	32	33	30	35	35	45
Hispanic-Latino	26	21	14	15	17	12	26	38	33	35
Native American	2	2	1	1	1	1	1	1	1	1
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	0	0
Asian	224	235	241	248	269	274	284	246	248	249
Two or More	15	16	20	21	22	28	31	30	33	40
Total Minority	305	311	312	316	341	348	372	350	350	370
White	755	795	829	837	854	845	831	879	890	873
Unknown	27	21	16	10	11	11	15	14	14	14
International	37	32	24	27	22	26	24	25	26	21
Total	1,124	1,159	1,181	1,190	1,228	1,230	1,242	1,268	1,280	1,278
% Minority (excl. International)	28%	28%	27%	27%	28%	29%	31%	28%	28%	29%
% Female	43%	43%	44%	43%	43%	43%	44%	45%	48%	49%
% Male	57%	57%	56%	57%	57%	57%	56%	55%	52%	51%
Supplemental Staff by Job Family										
House Officers	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262	1,277	1,278
Research Fellows	1	5	0	1	0	0	0	0	0	0
Clinical Interns	0	0	0	0	0	1	0	3	1	0
Professional Specialist/Other	0	0	0	0	0	2	1	3	2	0
Total	1,124	1,159	1,181	1,190	1,228	1,230	1,242	1,268	1,280	1,278

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

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

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

Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)										
Female										
Black	1,162	1,240	1,232	1,307	1,371	1,490	1,603	1,633	1,684	1,622
Hispanic-Latino	251	269	267	294	324	359	406	434	467	467
Native American	40	44	42	39	39	37	35	36	37	34
Native Hawaiian/Pacific Islander	11	10	13	12	14	13	14	16	13	17
Asian	522	559	572	603	664	696	733	773	816	803
Two or More	149	168	180	197	220	248	292	310	326	336
Total Minority	2,135	2,290	2,306	2,452	2,632	2,843	3,083	3,202	3,343	3,279
White	9,433	10,091	10,172	10,587	10,868	11,259	11,941	12,308	12,581	12,232
Unknown	214	352	388	354	327	303	288	282	259	241
International	45	41	37	30	31	45	58	59	52	55
Total Female	11,827	12,774	12,903	13,423	13,858	14,450	15,370	15,851	16,235	15,807
% Minority (excl. International)	18%	18%	18%	18%	19%	20%	20%	20%	21%	21%
Male										
Black	450	474	467	483	488	522	575	582	602	602
Hispanic-Latino	99	105	103	110	115	122	140	149	158	150
Native American	14	14	14	16	12	10	11	8	8	7
Native Hawaiian/Pacific Islander	6	7	6	9	10	10	9	8	9	9
Asian	243	253	260	285	319	334	371	347	369	371
Two or More	64	69	79	83	91	99	115	123	143	140
Total Minority	876	922	929	986	1,035	1,097	1,221	1,217	1,289	1,279
White	2,660	2,836	2,810	2,954	2,986	3,124	3,353	3,401	3,441	3,343
Unknown	104	141	147	138	123	105	102	101	98	93
International	47	48	40	45	43	45	45	51	49	43
Total Male	3,687	3,947	3,926	4,123	4,187	4,371	4,721	4,770	4,877	4,758
% Minority (excl. International)	24%	24%	24%	24%	25%	25%	26%	26%	27%	27%
Total Regular and Supplemental Staff										
Black	1,612	1,714	1,699	1,790	1,859	2,012	2,178	2,215	2,286	2,224
Hispanic-Latino	350	374	370	404	439	481	546	583	625	617
Native American	54	58	56	55	51	47	46	44	45	41
Native Hawaiian/Pacific Islander	17	17	19	21	24	23	23	24	22	26
Asian	765	812	832	888	983	1,030	1,104	1,120	1,185	1,174
Two or More	213	237	259	280	311	347	407	433	469	476
Total Minority	3,011	3,212	3,235	3,438	3,667	3,940	4,304	4,419	4,632	4,558
White	12,093	12,927	12,982	13,541	13,854	14,383	15,294	15,709	16,022	15,575
Unknown	318	493	535	492	450	408	390	383	357	334
International	92	89	77	75	74	90	103	110	101	98
Total Female	15,514	16,721	16,829	17,546	18,045	18,821	20,091	20,621	21,112	20,565
% Minority (excl. International)	20%	19%	19%	20%	20%	21%	22%	22%	22%	22%
% Female	76%	76%	77%	77%	77%	77%	77%	77%	77%	77%
% Male	24%	24%	23%	23%	23%	23%	23%	23%	23%	23%
Regular and Supplemental Staff by Job Family										
Career Families	9,192	9,781	9,822	10,271	10,697	11,184	11,967	11,930	12,572	12,015
Service/Maintenance	1,133	1,235	1,263	1,292	1,188	1,245	1,314	1,345	1,390	1,341
Operating Engineers & Trades	19	16	15	13	14	13	14	460	68	70
Security/Public Safety	76	76	0	0	0	0	0	0	0	0
Nursing	3,970	4,454	4,548	4,780	4,918	5,149	5,554	5,618	5,802	5,861
House Officers	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262	1,277	1,278
Research Fellows	1	5	0	1	0	0	0	0	0	0
Clinical Interns	0	0	0	0	0	1	0	3	1	0
Professional Specialist/Other	0	0	0	0	0	2	1	3	2	0
Total	15,514	16,721	16,829	17,546	18,045	18,821	20,091	20,621	21,112	20,565

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

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

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

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

Ann Arbor Campus – Including Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Regular Staff										
Female										
Black	1,895	1,986	1,985	2,090	2,191	2,344	2,482	2,536	2,642	2,542
Hispanic-Latino	482	512	503	528	596	660	715	772	853	847
Native American	61	64	61	56	58	55	52	52	57	53
Native Hawaiian/Pacific Islander	13	14	17	17	18	17	19	21	19	23
Asian	951	995	1,016	1,060	1,129	1,201	1,258	1,335	1,415	1,415
Two or More	271	286	297	324	355	402	468	505	539	535
Total Minority	3,673	3,857	3,879	4,075	4,347	4,679	4,994	5,221	5,525	5,415
White	15,703	16,266	16,318	16,807	17,140	17,720	18,525	19,065	19,503	19,030
Unknown	302	458	514	461	425	398	375	366	336	315
International	164	151	153	153	160	180	186	224	233	235
Total Female	19,842	20,732	20,864	21,496	22,072	22,977	24,080	24,876	25,597	24,995
% Minority (excl. International)	19%	19%	19%	19%	20%	21%	21%	21%	22%	22%
Male										
Black	837	881	889	959	993	1,042	1,108	1,160	1,208	1,171
Hispanic-Latino	238	252	264	286	288	313	336	350	374	375
Native American	32	30	29	28	25	21	24	20	17	17
Native Hawaiian/Pacific Islander	9	10	9	12	11	13	11	11	13	13
Asian	378	397	413	416	455	479	493	527	563	573
Two or More	130	135	154	164	178	198	210	237	257	261
Total Minority	1,624	1,705	1,758	1,865	1,950	2,066	2,182	2,305	2,432	2,410
White	6,028	6,279	6,380	6,627	6,779	7,055	7,326	7,468	7,632	7,502
Unknown	174	233	239	234	218	193	193	185	180	176
International	121	107	108	116	126	150	158	173	172	176
Total Male	7,947	8,324	8,485	8,842	9,073	9,464	9,859	10,131	10,416	10,264
% Minority (excl. International)	21%	21%	21%	21%	22%	22%	22%	23%	24%	24%
Total Regular Staff										
Black	2,732	2,867	2,874	3,049	3,184	3,386	3,590	3,696	3,850	3,713
Hispanic-Latino	720	764	767	814	884	973	1,051	1,122	1,227	1,222
Native American	93	94	90	84	83	76	76	72	74	70
Native Hawaiian/Pacific Islander	22	24	26	29	29	30	30	32	32	36
Asian	1,329	1,392	1,429	1,476	1,584	1,680	1,751	1,862	1,978	1,988
Two or More	401	421	451	488	533	600	678	742	796	796
Total Minority	5,297	5,562	5,637	5,940	6,297	6,745	7,176	7,526	7,957	7,825
White	21,731	22,545	22,698	23,434	23,919	24,775	25,851	26,533	27,135	26,532
Unknown	476	691	753	695	643	591	568	551	516	491
International	285	258	261	269	286	330	344	397	405	411
Total	27,789	29,056	29,349	30,338	31,145	32,441	33,939	35,007	36,013	35,259
% Minority (excl. International)	19%	19%	19%	20%	20%	21%	21%	22%	22%	22%
% Female	71%	71%	71%	71%	71%	71%	71%	71%	71%	71%
% Male	29%	29%	29%	29%	29%	29%	29%	29%	29%	29%
Regular Staff by Job Family										
Career Families	20,732	21,433	21,607	22,278	22,982	23,931	24,939	25,393	26,539	25,800
Athletics	85	90	93	95	95	101	100	103	109	104
Academic Administrative Ungraded	2	1	3	4	1	3	4	5	3	1
Service/Maintenance	2,292	2,399	2,428	2,514	2,454	2,557	2,644	2,721	2,796	2,724
Operating Engineers & Trades	502	483	469	465	455	459	466	920	520	521
Security/Public Safety	170	166	172	174	212	213	212	228	223	228
Nursing	4,006	4,484	4,577	4,808	4,946	5,177	5,574	5,637	5,823	5,881
Total	27,789	29,056	29,349	30,338	31,145	32,441	33,939	35,007	36,013	35,259

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

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

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

Ann Arbor Campus – Including Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)										
Female										
Black	91	97	99	88	99	90	96	111	125	128
Hispanic-Latino	92	106	94	112	106	108	121	141	150	161
Native American	5	4	4	3	3	4	3	3	2	4
Native Hawaiian/Pacific Islander	2	0	1	2	1	0	0	0	0	0
Asian	265	260	273	270	260	264	259	263	277	289
Two or More	45	44	39	51	54	59	55	60	78	93
Total Minority	500	511	510	526	523	525	534	578	632	675
White	1,222	1,227	1,238	1,218	1,201	1,205	1,227	1,302	1,332	1,360
Unknown	24	21	36	50	63	58	66	67	87	79
International	722	711	675	664	701	763	823	818	865	869
Total Female	2,468	2,470	2,459	2,458	2,488	2,551	2,650	2,765	2,916	2,983
% Minority (excl. International)	29%	29%	29%	29%	29%	29%	29%	30%	31%	32%
Male										
Black	66	53	66	55	61	73	67	77	78	97
Hispanic-Latino	99	96	103	104	113	103	129	155	135	140
Native American	3	4	9	6	5	6	7	5	4	5
Native Hawaiian/Pacific Islander	0	0	2	4	2	1	1	1	0	0
Asian	298	307	319	321	320	310	324	308	313	304
Two or More	49	53	59	61	55	65	70	78	83	87
Total Minority	515	513	558	551	556	558	598	624	613	633
White	1,638	1,667	1,658	1,614	1,543	1,520	1,499	1,486	1,485	1,409
Unknown	34	33	50	79	93	91	97	103	103	98
International	1,440	1,439	1,435	1,411	1,463	1,540	1,574	1,563	1,632	1,520
Total Male	3,627	3,652	3,701	3,655	3,655	3,709	3,768	3,776	3,833	3,660
% Minority (excl. International)	24%	23%	25%	25%	25%	26%	27%	28%	28%	30%
Total Supplemental Staff										
Black	157	150	165	143	160	163	163	188	203	225
Hispanic-Latino	191	202	197	216	219	211	250	296	285	301
Native American	8	8	13	9	8	10	10	8	6	9
Native Hawaiian/Pacific Islander	2	0	3	6	3	1	1	1	0	0
Asian	563	567	592	591	580	574	583	571	590	593
Two or More	94	97	98	112	109	124	125	138	161	180
Total Minority	1,015	1,024	1,068	1,077	1,079	1,083	1,132	1,202	1,245	1,308
White	2,860	2,894	2,896	2,832	2,744	2,725	2,726	2,788	2,817	2,769
Unknown	58	54	86	129	156	149	163	170	190	177
International	2,162	2,150	2,110	2,075	2,164	2,303	2,397	2,381	2,497	2,389
Total	6,095	6,122	6,160	6,113	6,143	6,260	6,418	6,541	6,749	6,643
% Minority (excl. International)	26%	26%	26%	27%	27%	27%	28%	29%	29%	31%
% Female	40%	40%	40%	40%	41%	41%	41%	42%	43%	45%
% Male	60%	60%	60%	60%	59%	59%	59%	58%	57%	55%
Supplemental Staff by Job Family										
Graduate Student Instructor	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011	2,098	2,146
Graduate Student Research Assistan	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945	2,037	1,964
Graduate Student Staff Assistant	47	47	40	41	43	41	45	36	35	35
House Officers	1,123	1,154	1,181	1,189	1,228	1,227	1,241	1,262	1,262	1,278
Research Fellows	1,199	1,157	1,169	1,146	1,154	1,188	1,231	1,221	1,249	1,156
Clinical Interns	14	12	14	16	46	39	46	60	62	62
Professional Specialist/Other	0	0	0	5	3	3	4	6	6	2
Total	6,095	6,122	6,160	6,113	6,143	6,260	6,418	6,541	6,749	6,643

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

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

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

Ann Arbor Campus – Including Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total Regular and Supplemental Staff (Excludes Supplemental Instructional and Supplemental Primary Staff, who are counted with Faculty)										
Female										
Black	1,986	2,083	2,084	2,178	2,290	2,434	2,578	2,647	2,718	2,670
Hispanic-Latino	574	618	597	640	702	768	836	913	972	1,008
Native American	66	68	65	59	61	59	55	55	58	57
Native Hawaiian/Pacific Islander	15	14	18	19	19	17	19	21	22	23
Asian	1,216	1,255	1,289	1,330	1,389	1,465	1,517	1,598	1,652	1,704
Two or More	316	330	336	375	409	461	523	565	602	628
Total Minority	4,173	4,368	4,389	4,601	4,870	5,204	5,528	5,799	6,024	6,090
White	16,925	17,493	17,556	18,025	18,341	18,925	19,752	20,367	20,599	20,390
Unknown	326	479	550	511	488	456	441	433	446	394
International	886	862	828	817	861	943	1,009	1,042	1,105	1,104
Total Female	22,310	23,202	23,323	23,954	24,560	25,528	26,730	27,641	28,174	27,978
% Minority (excl. International)	19%	20%	20%	20%	21%	21%	21%	22%	22%	23%
Male										
Black	903	934	955	1,014	1,054	1,115	1,175	1,237	1,264	1,268
Hispanic-Latino	337	348	367	390	401	416	465	505	493	515
Native American	35	34	38	34	30	27	31	25	21	22
Native Hawaiian/Pacific Islander	9	10	11	16	13	14	12	12	12	13
Asian	676	704	732	737	775	789	817	835	853	877
Two or More	179	188	213	225	233	263	280	315	322	348
Total Minority	2,139	2,218	2,316	2,416	2,506	2,624	2,780	2,929	2,965	3,043
White	7,666	7,946	8,038	8,241	8,322	8,575	8,825	8,954	9,051	8,911
Unknown	208	266	289	313	311	284	290	288	286	274
International	1,561	1,546	1,543	1,527	1,589	1,690	1,732	1,736	1,807	1,696
Total Male	11,574	11,976	12,186	12,497	12,728	13,173	13,627	13,907	14,109	13,924
% Minority (excl. International)	21%	21%	22%	22%	22%	23%	23%	24%	24%	25%
Total Regular and Supplemental Staff										
Black	2,889	3,017	3,039	3,192	3,344	3,549	3,753	3,884	3,982	3,938
Hispanic-Latino	911	966	964	1,030	1,103	1,184	1,301	1,418	1,465	1,523
Native American	101	102	103	93	91	86	86	80	79	79
Native Hawaiian/Pacific Islander	24	24	29	35	32	31	31	33	34	36
Asian	1,892	1,959	2,021	2,067	2,164	2,254	2,334	2,433	2,505	2,581
Two or More	495	518	549	600	642	724	803	880	924	976
Total Minority	6,312	6,586	6,705	7,017	7,376	7,828	8,308	8,728	8,989	9,133
White	24,591	25,439	25,594	26,266	26,663	27,500	28,577	29,321	29,650	29,301
Unknown	534	745	839	824	799	740	731	721	732	668
International	2,447	2,408	2,371	2,344	2,450	2,633	2,741	2,778	2,912	2,800
Total	33,884	35,178	35,509	36,451	37,288	38,701	40,357	41,548	42,283	41,902
% Minority (excl. International)	20%	20%	20%	21%	21%	22%	22%	23%	23%	23%
% Female	66%	66%	66%	66%	66%	66%	66%	67%	67%	67%
% Male	34%	34%	34%	34%	34%	34%	34%	33%	33%	33%

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

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

Ann Arbor Campus – Including Hospitals

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Regular and Supplemental Staff by Job Family										
Career Families	20,732	21,433	21,607	22,278	22,982	23,931	24,939	25,393	25,897	25,800
Athletics	85	90	93	95	95	101	100	103	109	104
Academic Administrative Ungraded	2	1	3	4	1	3	4	5	3	1
Service/Maintenance	2,292	2,399	2,428	2,514	2,454	2,557	2,644	2,721	2,751	2,724
Operating Engineers & Trades	502	483	469	465	455	459	466	920	912	521
Security/Public Safety	170	166	172	174	212	213	212	228	223	228
Nursing	4,006	4,484	4,577	4,808	4,946	5,177	5,574	5,637	5,639	5,881
Graduate Student Instructor	1,785	1,802	1,833	1,882	1,875	1,931	1,971	2,011	2,098	2,146
Graduate Student Research Assistan	1,927	1,950	1,923	1,834	1,794	1,831	1,880	1,945	2,037	1,964
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Total	33,884	35,178	35,509	36,451	37,288	38,701	40,357	41,548	42,283	41,902

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