

Employee by Race/Ethnicity

October Payroll Headcount and Percent

EMPLOYEE GROUP	2016		2017		2018		2019 ²		2020	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
Faculty										
Tenured	997		979		986		966		981	
African American	17	1.7%	19	1.9%	23	2.3%	22	2.3%	23	2.3%
American Indian/Alaskan Native	2	0.2%	2	0.2%	2	0.2%	2	0.2%	3	0.3%
Asian	178	17.9%	181	18.5%	181	18.3%	183	18.9%	191	19.5%
Hispanic	27	2.7%	29	3.0%	28	2.8%	28	2.9%	32	3.3%
Native Hawaiian/Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Two or More Races	0	0.0%	1	0.1%	1	0.1%	2	0.2%	4	0.4%
International ¹	---	---	---	---	---	---	8	0.0%	9	0.9%
<i>Total Multicultural</i>	225	22.6%	233	23.8%	236	23.9%	246	25.5%	263	26.8%
White	772	77.4%	746	76.2%	750	76.0%	715	74.0%	718	73.2%
Undeclared or Missing	---	---	---	---	---	---	5	0.5%	0	0.0%
Tenure Eligible	376		383		369		343		298	
African American	13	3.5%	11	2.9%	8	2.2%	5	1.5%	7	2.3%
American Indian/Alaskan Native	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%
Asian	93	24.7%	99	25.8%	100	27.1%	63	18.4%	51	17.1%
Hispanic	16	4.3%	22	5.7%	23	6.2%	14	4.1%	12	4.0%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	5	1.3%	5	1.3%	5	1.4%	6	1.7%	5	1.7%
International	---	---	---	---	---	---	54	0.0%	45	15.1%
<i>Total Multicultural</i>	128	34.0%	138	36.0%	137	37.1%	143	41.7%	121	40.6%
White	248	66.0%	245	64.0%	232	62.9%	200	58.3%	177	59.4%
Undeclared or Missing	---	---	---	---	---	---	0	0.0%	0	0.0%
Total Tenured & Tenure Eligible	1,373		1,362		1,355		1,309		1,279	
African American	30	2.2%	30	2.2%	31	2.3%	27	2.1%	30	2.3%
American Indian/Alaskan Native	3	0.2%	3	0.2%	3	0.2%	3	0.2%	4	0.3%
Asian	271	19.7%	280	20.6%	281	20.7%	246	18.8%	242	18.9%
Hispanic	43	3.1%	51	3.7%	51	3.8%	42	3.2%	44	3.4%
Native Hawaiian/Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Two or More Races	5	0.4%	6	0.4%	6	0.4%	8	0.6%	9	0.7%
International	---	---	---	---	---	---	0	0.0%	54	4.2%
<i>Total Multicultural</i>	353	25.7%	371	27.2%	373	27.5%	389	29.7%	384	30.0%
White	1,020	74.3%	991	72.8%	982	72.4%	915	69.9%	895	70.0%
Undeclared or Missing	---	---	---	---	---	---	5	0.4%	0	0.0%
Term Faculty (Non Tenure Eligible)	596		604		578		601		579	
African American	16	2.7%	19	3.1%	15	2.6%	15	2.5%	15	2.6%
American Indian/Alaskan Native	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%
Asian	52	8.7%	47	7.8%	47	8.2%	38	6.3%	40	6.9%
Hispanic	28	4.7%	27	4.5%	28	4.9%	21	3.5%	22	3.8%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	8	1.3%	6	1.0%	5	0.9%	5	0.8%	3	0.5%
International	---	---	---	---	---	---	30	0.0%	27	4.7%
<i>Total Multicultural</i>	105	17.6%	100	16.6%	96	16.7%	109	18.1%	107	18.5%
White	491	82.4%	504	83.4%	482	83.7%	490	81.5%	472	81.5%
Undeclared or Missing	---	---	---	---	---	---	2	0.3%	0	0.0%
Total Faculty	1,969		1,966		1,933		1,910		1,858	
African American	46	2.3%	49	2.5%	46	2.4%	42	2.2%	45	2.4%
American Indian/Alaskan Native	4	0.2%	4	0.2%	4	0.2%	3	0.2%	4	0.2%
Asian	323	16.4%	327	16.6%	328	17.0%	284	14.9%	282	15.2%
Hispanic	71	3.6%	78	4.0%	79	4.1%	63	3.3%	66	3.6%
Native Hawaiian/Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Two or More Races	13	0.7%	12	0.6%	11	0.6%	13	0.7%	12	0.6%
International	---	---	---	---	---	---	0	0.0%	81	4.4%
<i>Total Multicultural</i>	458	23.3%	471	24.0%	469	24.3%	498	26.1%	491	26.4%
White	1,511	76.7%	1,495	76.0%	1,464	75.8%	1,405	73.6%	1,367	73.6%
Undeclared or Missing	---	---	---	---	---	---	7	0.0%	0	0.0%
Visiting Scientists										
without Faculty Rank	2		0		2		0		2	
African American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	100.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
International	---	---	---	---	---	---	0	0.0%	2	100.0%
<i>Total Multicultural</i>	2	100.0%	0	0.0%	2	100.0%	0	0.0%	2	100.0%
White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Undeclared or Missing	---	---	---	---	---	---	0	0.0%	0	0.0%

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Employee by Race/ Ethnicity

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EMPLOYEE GROUP	2016		2017		2018		2019 ²		2020	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
Professional and Scientific	3,006		3,103		3,123		3,207		3,281	
African American	68	2.3%	73	2.4%	79	2.5%	69	2.2%	72	2.2%
American Indian/Alaskan Native	5	0.2%	7	0.2%	3	0.1%	6	0.2%	9	0.3%
Asian	199	6.6%	204	6.6%	206	6.6%	161	5.0%	163	5.0%
Hispanic	69	2.3%	75	2.4%	79	2.5%	69	2.2%	75	2.3%
Native Hawaiian/Pacific Islander	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%
Two or More Races	17	0.6%	24	0.8%	27	0.9%	31	1.0%	31	0.9%
International	---	---	---	---	---	---	69	2.2%	73	2.2%
<i>Total Multicultural</i>	359	11.9%	384	12.4%	395	12.6%	406	12.7%	425	13.0%
White	2,647	88.1%	2,719	87.6%	2,728	87.4%	2,786	86.9%	2,844	86.7%
Undeclared or Missing	---	---	---	---	---	---	15	0.5%	12	0.4%
Contract	105		102		103		102		102	
African American	12	11.4%	9	8.8%	9	8.7%	9	8.8%	6	5.9%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%
Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%
Hispanic	5	4.8%	5	4.9%	7	6.8%	5	4.9%	4	3.9%
Native Hawaiian/Pacific Islander	3	2.9%	2	2.0%	2	1.9%	2	2.0%	1	1.0%
Two or More Races	0	0.0%	0	0.0%	1	1.0%	1	1.0%	1	1.0%
International	---	---	---	---	---	---	0	0	0	0.0%
<i>Total Multicultural</i>	20	19.0%	16	15.7%	19	18.4%	17	16.7%	14	13.7%
White	85	81.0%	86	84.3%	84	81.6%	82	80.4%	87	85.3%
Undeclared or Missing	---	---	---	---	---	---	3	2.9%	1	1.0%
Merit	1,377		1,334		1,319		1,325		1,338	
African American	21	1.5%	26	1.9%	28	2.1%	26	2.0%	23	1.7%
American Indian/Alaskan Native	7	0.5%	6	0.4%	8	0.6%	8	0.6%	6	0.4%
Asian	24	1.7%	25	1.9%	29	2.2%	28	2.1%	27	2.0%
Hispanic	28	2.0%	31	2.3%	35	2.7%	33	2.5%	39	2.9%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	3	0.2%	7	0.5%	8	0.6%	11	0.8%	13	1.0%
International	---	---	---	---	---	---	4	0.0%	1	0.1%
<i>Total Multicultural</i>	83	6.0%	95	7.1%	108	8.2%	110	8.3%	109	8.1%
White	1,294	94.0%	1,239	92.9%	1,211	91.8%	1,211	91.4%	1,218	91.0%
Undeclared or Missing	---	---	---	---	---	---	4	0.3%	11	0.8%
TOTAL EMPLOYEES	6,459		6,505		6,480		6,379		6,581	
African American	147	2.3%	157	2.4%	162	2.5%	146	2.2%	146	2.2%
American Indian/Alaskan Native	16	0.2%	17	0.3%	15	0.2%	17	0.3%	20	0.3%
Asian	548	8.5%	556	8.5%	565	8.7%	473	7.2%	473	7.2%
Hispanic	173	2.7%	189	2.9%	200	3.1%	170	2.6%	184	2.8%
Native Hawaiian/Pacific Islander	5	0.1%	4	0.1%	4	0.1%	4	0.1%	4	0.1%
Two or More Races	33	0.5%	43	0.7%	47	0.7%	56	0.9%	57	0.9%
International	---	---	---	---	---	---	73	1.1%	157	2.4%
<i>Total Multicultural</i>	922	14.3%	966	14.9%	993	15.3%	1,031	15.7%	1,041	15.8%
White	5,537	85.7%	5,539	85.1%	5,487	84.6%	5,484	83.3%	5,516	83.8%
Undeclared or Missing	---	---	---	---	---	---	29	0.4%	24	0.4%

¹ International indicates Non-Resident Alien employees. This is a new category which is now captured with the implementation of Workday HCM.² Beginning in 2019, FTE is based on the fraction of each person's annual appointment in their primary department for which they are receiving the most funding. Additionally, these numbers reflect each employee's status as of October 31st. Data now reflects Workday HCM and Finance values.

Office of Institutional Research

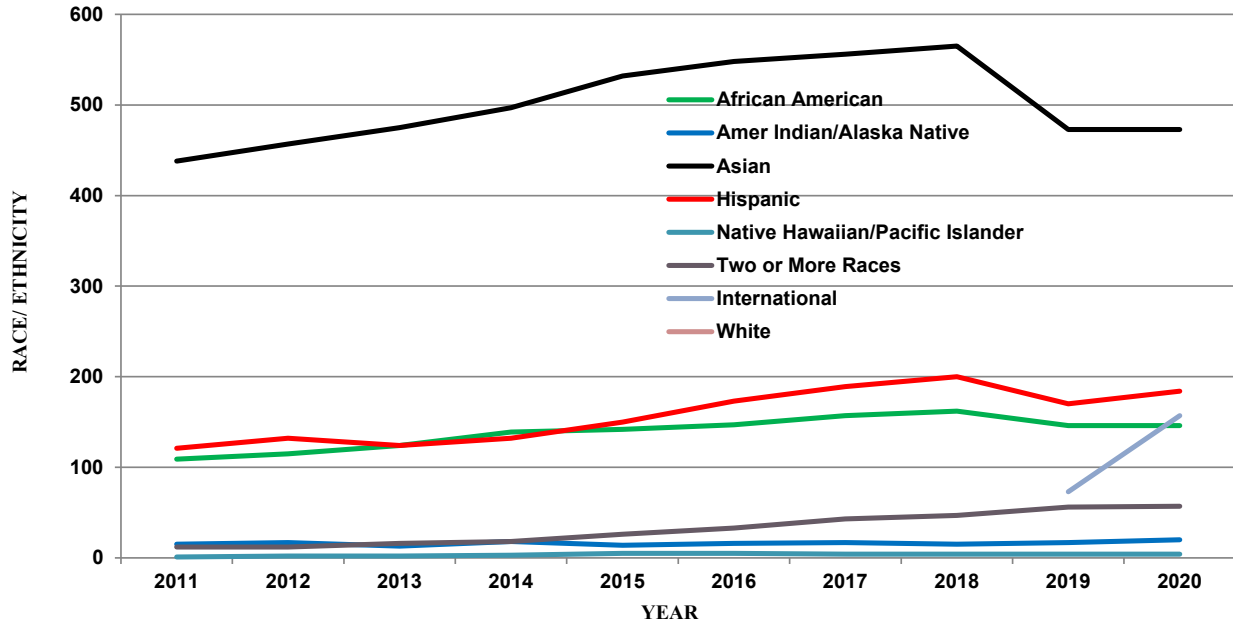
Last Updated: 2/14/21

See Next Page for Charts

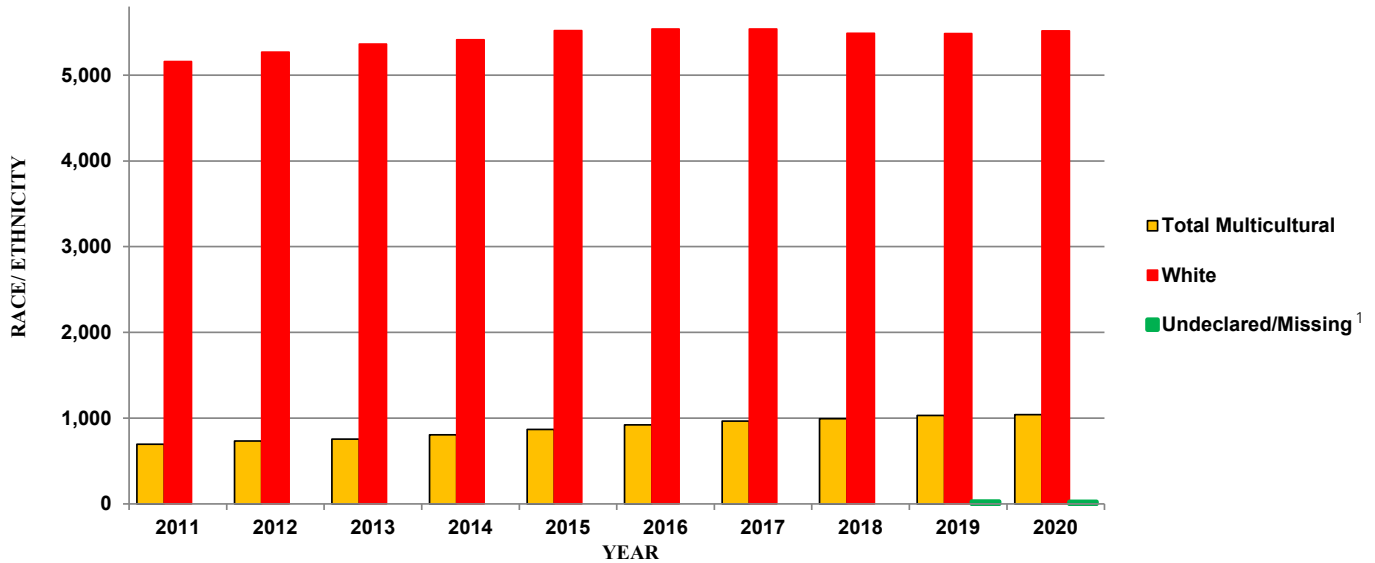
Employee by Race/ Ethnicity

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Headcount of Employees by Ethnicity Group, 2011-2020



Headcount of Multicultural Employees, 2011-2020



¹ Beginning 2019, an Undeclared/Missing category was added to reflect employees who either did not report a race/ethnicity or the data field was blank.