

**Employees by Race/Ethnicity**

October Payroll Headcount and Percent

EMPLOYEE GROUP	2017		2018		2019 <sup>2</sup>		2020		2021	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
<b>Faculty</b>										
<b>Tenured</b>	<b>979</b>		<b>986</b>		<b>966</b>		<b>981</b>		<b>963</b>	
Black or African American	19	1.9%	23	2.3%	22	2.3%	23	2.3%	20	2.1%
American Indian/Alaskan Native	2	0.2%	2	0.2%	2	0.2%	3	0.3%	3	0.3%
Asian	181	18.5%	181	18.3%	183	18.9%	191	19.5%	201	20.9%
Hispanic	29	3.0%	28	2.8%	28	2.9%	32	3.3%	31	3.2%
Native Hawaiian/Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Two or More Races	1	0.1%	1	0.1%	2	0.2%	4	0.4%	4	0.4%
International <sup>1</sup>	---	---	---	---	8	0.0%	9	0.9%	7	0.7%
<i>Total Multicultural</i>	233	23.8%	236	23.9%	246	25.5%	263	26.8%	267	27.7%
White	746	76.2%	750	76.0%	715	74.0%	718	73.2%	696	72.3%
Undeclared or Missing	---	---	---	---	5	0.5%	0	0.0%	0	0.0%
<b>Tenure Eligible</b>	<b>383</b>		<b>369</b>		<b>343</b>		<b>298</b>		<b>256</b>	
Black or African American	11	2.9%	8	2.2%	5	1.5%	7	2.3%	6	2.3%
American Indian/Alaskan Native	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.4%
Asian	99	25.8%	100	27.1%	63	18.4%	51	17.1%	38	14.8%
Hispanic	22	5.7%	23	6.2%	14	4.1%	12	4.0%	13	5.1%
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	1.4%	6	1.7%	5	1.7%	4	1.6%
International	---	---	---	---	54	0.0%	45	15.1%	40	15.6%
<i>Total Multicultural</i>	138	36.0%	137	37.1%	143	41.7%	121	40.6%	102	39.8%
White	245	64.0%	232	62.9%	200	58.3%	177	59.4%	154	60.2%
Undeclared or Missing	---	---	---	---	0	0.0%	0	0.0%	0	0.0%
<b>Total Tenured &amp; Tenure Eligible</b>	<b>1,362</b>		<b>1,355</b>		<b>1,309</b>		<b>1,279</b>		<b>1,219</b>	
Black or African American	30	2.2%	31	2.3%	27	2.1%	30	2.3%	26	2.1%
American Indian/Alaskan Native	3	0.2%	3	0.2%	3	0.2%	4	0.3%	4	0.3%
Asian	280	20.6%	281	20.7%	246	18.8%	242	18.9%	239	19.6%
Hispanic	51	3.7%	51	3.8%	42	3.2%	44	3.4%	44	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	6	0.4%	6	0.4%	8	0.6%	9	0.7%	8	0.7%
International	---	---	---	---	0	0.0%	54	4.2%	47	3.9%
<i>Total Multicultural</i>	371	27.2%	373	27.5%	389	29.7%	384	30.0%	369	30.3%
White	991	72.8%	982	72.4%	915	69.9%	895	70.0%	850	69.7%
Undeclared or Missing	---	---	---	---	5	0.4%	0	0.0%	0	0.0%
<b>Term Faculty (Non Tenure Eligible)</b>	<b>604</b>		<b>578</b>		<b>601</b>		<b>579</b>		<b>580</b>	
Black or African American	19	3.1%	15	2.6%	15	2.5%	15	2.6%	15	2.6%
American Indian/Alaskan Native	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Asian	47	7.8%	47	8.2%	38	6.3%	40	6.9%	39	6.7%
Hispanic	27	4.5%	28	4.9%	21	3.5%	22	3.8%	21	3.6%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	6	1.0%	5	0.9%	5	0.8%	3	0.5%	7	1.2%
International	---	---	---	---	30	0.0%	27	4.7%	26	4.5%
<i>Total Multicultural</i>	100	16.6%	96	16.7%	109	18.1%	107	18.5%	108	18.6%
White	504	83.4%	482	83.7%	490	81.5%	472	81.5%	472	81.4%
Undeclared or Missing	---	---	---	---	2	0.3%	0	0.0%	0	0.0%
<b>Total Faculty</b>	<b>1,966</b>		<b>1,933</b>		<b>1,910</b>		<b>1,858</b>		<b>1,799</b>	
Black or African American	49	2.5%	46	2.4%	42	2.2%	45	2.4%	41	2.3%
American Indian/Alaskan Native	4	0.2%	4	0.2%	3	0.2%	4	0.2%	4	0.2%
Asian	327	16.6%	328	17.0%	284	14.9%	282	15.2%	278	15.5%
Hispanic	78	4.0%	79	4.1%	63	3.3%	66	3.6%	65	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	12	0.6%	11	0.6%	13	0.7%	12	0.6%	15	0.8%
International	---	---	---	---	0	0.0%	81	4.4%	73	4.1%
<i>Total Multicultural</i>	471	24.0%	469	24.3%	498	26.1%	491	26.4%	477	26.5%
White	1,495	76.0%	1,464	75.8%	1,405	73.6%	1,367	73.6%	1,322	73.5%
Undeclared or Missing	---	---	---	---	7	0.0%	0	0.0%	0	0.0%
<b>Visiting Scientists</b>										
<b>without Faculty Rank</b>	<b>0</b>		<b>2</b>		<b>0</b>		<b>2</b>		<b>0</b>	
Black or 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	0	0.0%	2	100.0%	0	0.0%	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%	0	0.0%
<i>Total Multicultural</i>	0	0.0%	2	100.0%	0	0.0%	2	100.0%	0	0.0%
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%	0	0.0%

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**Employees by Race/Ethnicity***Continued*

EMPLOYEE GROUP	2017		2018		2019 <sup>2</sup>		2020		2021	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
<b>Professional and Scientific</b>	<b>3,103</b>		<b>3,123</b>		<b>3,207</b>		<b>3,281</b>		<b>3,276</b>	
Black or African American	73	2.4%	79	2.5%	69	2.2%	72	2.2%	65	2.0%
American Indian/Alaskan Native	7	0.2%	3	0.1%	6	0.2%	9	0.3%	5	0.2%
Asian	204	6.6%	206	6.6%	161	5.0%	163	5.0%	163	5.0%
Hispanic	75	2.4%	79	2.5%	69	2.2%	75	2.3%	81	2.5%
Native Hawaiian/Pacific Islander	1	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%
Two or More Races	24	0.8%	27	0.9%	31	1.0%	31	0.9%	34	1.0%
International	---	---	---	---	69	2.2%	73	2.2%	70	2.1%
<i>Total Multicultural</i>	384	12.4%	395	12.6%	406	12.7%	425	13.0%	419	12.8%
White	2,719	87.6%	2,728	87.4%	2,786	86.9%	2,844	86.7%	2,854	87.1%
Undeclared or Missing	---	---	---	---	15	0.5%	12	0.4%	3	0.1%
<b>Contract</b>	<b>102</b>		<b>103</b>		<b>102</b>		<b>102</b>		<b>114</b>	
Black or African American	9	8.8%	9	8.7%	9	8.8%	6	5.9%	6	5.3%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%	1	1.0%	3	2.6%
Hispanic	5	4.9%	7	6.8%	5	4.9%	4	3.9%	7	6.1%
Native Hawaiian/Pacific Islander	2	2.0%	2	1.9%	2	2.0%	1	1.0%	1	0.9%
Two or More Races	0	0.0%	1	1.0%	1	1.0%	1	1.0%	4	3.5%
International	---	---	---	---	0	0.0%	0	0.0%	0	0.0%
<i>Total Multicultural</i>	16	15.7%	19	18.4%	17	16.7%	14	13.7%	21	18.4%
White	86	84.3%	84	81.6%	82	80.4%	87	85.3%	93	81.6%
Undeclared or Missing	---	---	---	---	3	2.9%	1	1.0%	0	0.0%
<b>Merit</b>	<b>1,334</b>		<b>1,319</b>		<b>1,325</b>		<b>1,338</b>		<b>1,149</b>	
Black or African American	26	1.9%	28	2.1%	26	2.0%	23	1.7%	20	1.7%
American Indian/Alaskan Native	6	0.4%	8	0.6%	8	0.6%	6	0.4%	6	0.5%
Asian	25	1.9%	29	2.2%	28	2.1%	27	2.0%	26	2.3%
Hispanic	31	2.3%	35	2.7%	33	2.5%	39	2.9%	42	3.7%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	7	0.5%	8	0.6%	11	0.8%	13	1.0%	15	1.3%
International	---	---	---	---	4	0.0%	1	0.1%	3	0.3%
<i>Total Multicultural</i>	95	7.1%	108	8.2%	110	8.3%	109	8.1%	112	9.7%
White	1,239	92.9%	1,211	91.8%	1,211	91.4%	1,218	91.0%	1,036	90.2%
Undeclared or Missing	---	---	---	---	4	0.3%	11	0.8%	1	0.1%
<b>TOTAL EMPLOYEES</b>	<b>6,505</b>		<b>6,480</b>		<b>6,379</b>		<b>6,581</b>		<b>6,338</b>	
Black or African American	157	2.4%	162	2.5%	146	2.3%	146	2.2%	132	2.1%
American Indian/Alaskan Native	17	0.3%	15	0.2%	17	0.3%	20	0.3%	15	0.2%
Asian	556	8.5%	565	8.7%	473	7.4%	473	7.2%	470	7.4%
Hispanic	189	2.9%	200	3.1%	170	2.7%	184	2.8%	195	3.1%
Native Hawaiian/Pacific Islander	4	0.1%	4	0.1%	4	0.1%	4	0.1%	3	0.0%
Two or More Races	43	0.7%	47	0.7%	56	0.9%	57	0.9%	68	1.1%
International	---	---	---	---	73	1.1%	157	2.4%	146	2.3%
<i>Total Multicultural</i>	966	14.9%	993	15.3%	1,031	16.2%	1,041	15.8%	1,029	16.2%
White	5,539	85.1%	5,487	84.6%	5,484	86.0%	5,516	83.8%	5,305	83.7%
Undeclared or Missing	---	---	---	---	29	0.5%	24	0.4%	4	0.1%

<sup>1</sup> International indicates Non-Resident Alien employees. This is a new category which is now captured with the implementation of Workday HCM.

<sup>2</sup> 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

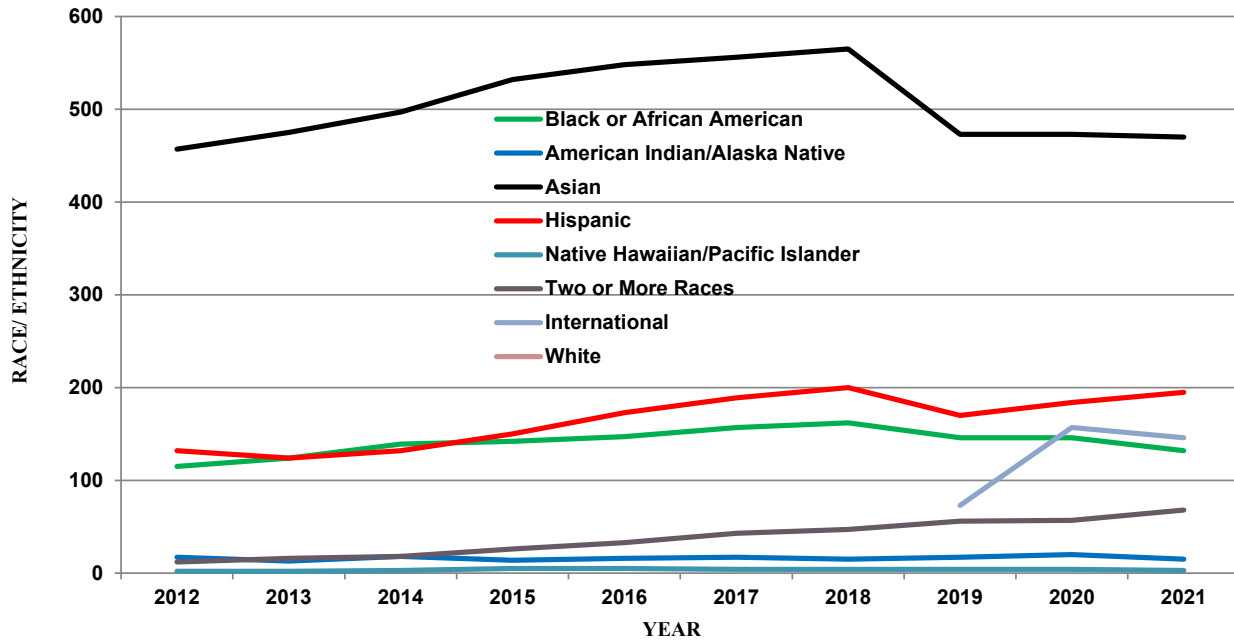
Last Updated: 12/13/2021

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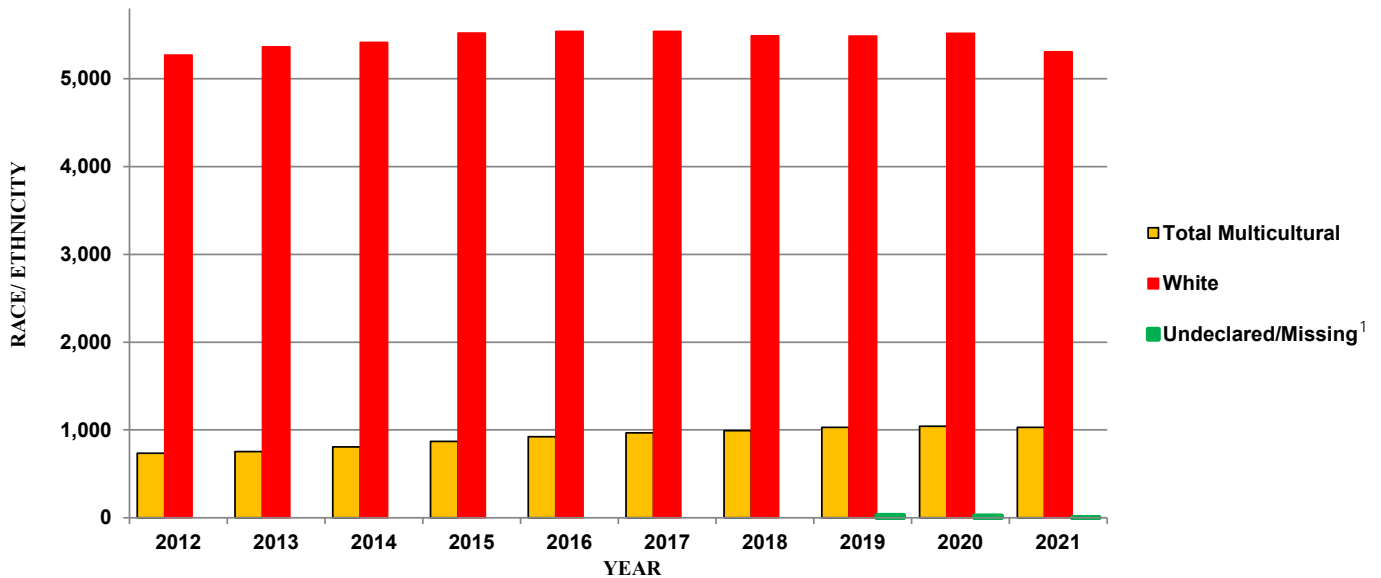
## Employees by Race/Ethnicity

Continued

### Headcount of Employees by Ethnicity Group, 2012-2021



### Headcount of Multicultural Employees, 2012-2021



<sup>1</sup> 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.