

**Employees by Race/Ethnicity**

October Payroll Headcount and Percent

| EMPLOYEE GROUP                             | 2018         |        | 2019 <sup>2</sup> |       | 2020         |        | 2021         |       | 2022         |       |
|--|--------------|--------|-------------------|-------|--------------|--------|--------------|-------|--------------|-------|
|  | NUMBER       | %      | NUMBER            | %     | NUMBER       | %      | NUMBER       | %     | NUMBER       | %     |
| <b>Faculty</b>                             |              |        |                   |       |              |        |              |       |              |       |
| <b>Tenured</b>                             | <b>986</b>   |        | <b>966</b>        |       | <b>981</b>   |        | <b>963</b>   |       | <b>953</b>   |       |
| Black or African American                  | 23           | 2.3%   | 22                | 2.3%  | 23           | 2.3%   | 20           | 2.1%  | 19           | 2.0%  |
| American Indian/Alaskan Native             | 2            | 0.2%   | 2                 | 0.2%  | 3            | 0.3%   | 3            | 0.3%  | 3            | 0.3%  |
| Asian                                      | 181          | 18.3%  | 183               | 18.9% | 191          | 19.5%  | 201          | 21.1% | 202          | 21.2% |
| Hispanic                                   | 28           | 2.8%   | 28                | 2.9%  | 32           | 3.3%   | 31           | 3.3%  | 31           | 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                          | 1            | 0.1%   | 2                 | 0.2%  | 4            | 0.4%   | 4            | 0.4%  | 4            | 0.4%  |
| International <sup>1</sup>                 | ---          | ---    | 8                 | 0.0%  | 9            | 0.9%   | 7            | 0.7%  | 5            | 0.5%  |
| <i>Total Multicultural</i>                 | 236          | 23.9%  | 246               | 25.5% | 263          | 26.8%  | 267          | 28.0% | 265          | 27.8% |
| White                                      | 750          | 76.0%  | 715               | 74.0% | 718          | 73.2%  | 696          | 73.0% | 688          | 72.2% |
| Undeclared or Missing                      | ---          | ---    | 5                 | 0.5%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| <b>Tenure Eligible</b>                     | <b>369</b>   |        | <b>343</b>        |       | <b>298</b>   |        | <b>256</b>   |       | <b>223</b>   |       |
| Black or African American                  | 8            | 2.2%   | 5                 | 1.5%  | 7            | 2.3%   | 6            | 2.7%  | 6            | 2.7%  |
| American Indian/Alaskan Native             | 1            | 0.3%   | 1                 | 0.3%  | 1            | 0.3%   | 1            | 0.4%  | 1            | 0.4%  |
| Asian                                      | 100          | 27.1%  | 63                | 18.4% | 51           | 17.1%  | 38           | 17.0% | 43           | 19.3% |
| Hispanic                                   | 23           | 6.2%   | 14                | 4.1%  | 12           | 4.0%   | 13           | 5.8%  | 11           | 4.9%  |
| Native Hawaiian/Pacific Islander           | 0            | 0.0%   | 0                 | 0.0%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| Two or More Races                          | 5            | 1.4%   | 6                 | 1.7%  | 5            | 1.7%   | 4            | 1.8%  | 5            | 2.2%  |
| International                              | ---          | ---    | 54                | 0.0%  | 45           | 15.1%  | 40           | 17.9% | 29           | 13.0% |
| <i>Total Multicultural</i>                 | 137          | 37.1%  | 143               | 41.7% | 121          | 40.6%  | 102          | 45.7% | 95           | 42.6% |
| White                                      | 232          | 62.9%  | 200               | 58.3% | 177          | 59.4%  | 154          | 69.1% | 128          | 57.4% |
| Undeclared or Missing                      | ---          | ---    | 0                 | 0.0%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| <b>Total Tenured &amp; Tenure Eligible</b> | <b>1,355</b> |        | <b>1,309</b>      |       | <b>1,279</b> |        | <b>1,219</b> |       | <b>1,176</b> |       |
| Black or African American                  | 31           | 2.3%   | 27                | 2.1%  | 30           | 2.3%   | 26           | 2.2%  | 25           | 2.1%  |
| American Indian/Alaskan Native             | 3            | 0.2%   | 3                 | 0.2%  | 4            | 0.3%   | 4            | 0.3%  | 4            | 0.3%  |
| Asian                                      | 281          | 20.7%  | 246               | 18.8% | 242          | 18.9%  | 239          | 20.3% | 245          | 20.8% |
| Hispanic                                   | 51           | 3.8%   | 42                | 3.2%  | 44           | 3.4%   | 44           | 3.7%  | 42           | 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%   | 8                 | 0.6%  | 9            | 0.7%   | 8            | 0.7%  | 9            | 0.8%  |
| International                              | ---          | ---    | 0                 | 0.0%  | 54           | 4.2%   | 47           | 4.0%  | 34           | 2.9%  |
| <i>Total Multicultural</i>                 | 373          | 27.5%  | 389               | 29.7% | 384          | 30.0%  | 369          | 31.4% | 360          | 30.6% |
| White                                      | 982          | 72.4%  | 915               | 69.9% | 895          | 70.0%  | 850          | 72.3% | 816          | 69.4% |
| Undeclared or Missing                      | ---          | ---    | 5                 | 0.4%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| <b>Term Faculty (Non Tenure Eligible)</b>  | <b>578</b>   |        | <b>601</b>        |       | <b>579</b>   |        | <b>580</b>   |       | <b>573</b>   |       |
| Black or African American                  | 15           | 2.6%   | 15                | 2.5%  | 15           | 2.6%   | 15           | 2.6%  | 15           | 2.6%  |
| American Indian/Alaskan Native             | 1            | 0.2%   | 0                 | 0.0%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| Asian                                      | 47           | 8.2%   | 38                | 6.3%  | 40           | 6.9%   | 39           | 6.8%  | 32           | 5.6%  |
| Hispanic                                   | 28           | 4.9%   | 21                | 3.5%  | 22           | 3.8%   | 21           | 3.7%  | 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                          | 5            | 0.9%   | 5                 | 0.8%  | 3            | 0.5%   | 7            | 1.2%  | 7            | 1.2%  |
| International                              | ---          | ---    | 30                | 0.0%  | 27           | 4.7%   | 26           | 4.5%  | 29           | 5.1%  |
| <i>Total Multicultural</i>                 | 96           | 16.7%  | 109               | 18.1% | 107          | 18.5%  | 108          | 18.8% | 105          | 18.3% |
| White                                      | 482          | 83.7%  | 490               | 81.5% | 472          | 81.5%  | 472          | 82.4% | 468          | 81.7% |
| Undeclared or Missing                      | ---          | ---    | 2                 | 0.3%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| <b>Total Faculty</b>                       | <b>1,933</b> |        | <b>1,910</b>      |       | <b>1,858</b> |        | <b>1,799</b> |       | <b>1,749</b> |       |
| Black or African American                  | 46           | 2.4%   | 42                | 2.2%  | 45           | 2.4%   | 41           | 2.3%  | 40           | 2.3%  |
| American Indian/Alaskan Native             | 4            | 0.2%   | 3                 | 0.2%  | 4            | 0.2%   | 4            | 0.2%  | 4            | 0.2%  |
| Asian                                      | 328          | 17.0%  | 284               | 14.9% | 282          | 15.2%  | 278          | 15.9% | 277          | 15.8% |
| Hispanic                                   | 79           | 4.1%   | 63                | 3.3%  | 66           | 3.6%   | 65           | 3.7%  | 64           | 3.7%  |
| Native Hawaiian/Pacific Islander           | 1            | 0.1%   | 1                 | 0.1%  | 1            | 0.1%   | 1            | 0.1%  | 1            | 0.1%  |
| Two or More Races                          | 11           | 0.6%   | 13                | 0.7%  | 12           | 0.6%   | 15           | 0.9%  | 16           | 0.9%  |
| International                              | ---          | ---    | 0                 | 0.0%  | 81           | 4.4%   | 73           | 4.2%  | 63           | 3.6%  |
| <i>Total Multicultural</i>                 | 469          | 24.3%  | 498               | 26.1% | 491          | 26.4%  | 477          | 27.3% | 465          | 26.6% |
| White                                      | 1,464        | 75.8%  | 1,405             | 73.6% | 1,367        | 73.6%  | 1,322        | 75.6% | 1,284        | 73.4% |
| Undeclared or Missing                      | ---          | ---    | 7                 | 0.0%  | 0            | 0.0%   | 0            | 0.0%  | 0            | 0.0%  |
| <b>Visiting Scientists</b>                 |              |        |                   |       |              |        |              |       |              |       |
| <b>without Faculty Rank</b>                | <b>2</b>     |        | <b>0</b>          |       | <b>2</b>     |        | <b>0</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                                      | 2            | 100.0% | 0                 | 0.0%  | 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%  | 0            | 0.0%  |
| <i>Total Multicultural</i>                 | 2            | 100.0% | 0                 | 0.0%  | 2            | 100.0% | 0            | 0.0%  | 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%  | 0            | 0.0%  |

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**Employees by Race/Ethnicity**

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| EMPLOYEE GROUP                     | 2018         |       | 2019 <sup>2</sup> |       | 2020         |       | 2021         |       | 2022         |       |
|------------------------------------|--------------|-------|-------------------|-------|--------------|-------|--------------|-------|--------------|-------|
|                                    | NUMBER       | %     | NUMBER            | %     | NUMBER       | %     | NUMBER       | %     | NUMBER       | %     |
| <b>Professional and Scientific</b> | <b>3,123</b> |       | <b>3,207</b>      |       | <b>3,281</b> |       | <b>3,276</b> |       | <b>3,485</b> |       |
| Black or African American          | 79           | 2.5%  | 69                | 2.2%  | 72           | 2.2%  | 65           | 1.9%  | 62           | 1.8%  |
| American Indian/Alaskan Native     | 3            | 0.1%  | 6                 | 0.2%  | 9            | 0.3%  | 5            | 0.1%  | 6            | 0.2%  |
| Asian                              | 206          | 6.6%  | 161               | 5.0%  | 163          | 5.0%  | 163          | 4.7%  | 167          | 4.8%  |
| Hispanic                           | 79           | 2.5%  | 69                | 2.2%  | 75           | 2.3%  | 81           | 2.3%  | 85           | 2.4%  |
| Native Hawaiian/Pacific Islander   | 1            | 0.0%  | 1                 | 0.0%  | 2            | 0.1%  | 1            | 0.0%  | 1            | 0.0%  |
| Two or More Races                  | 27           | 0.9%  | 31                | 1.0%  | 31           | 0.9%  | 34           | 1.0%  | 39           | 1.1%  |
| International                      | ---          | ---   | 69                | 2.2%  | 73           | 2.2%  | 70           | 2.0%  | 84           | 2.4%  |
| <i>Total Multicultural</i>         | 395          | 12.6% | 406               | 12.7% | 425          | 13.0% | 419          | 12.0% | 444          | 12.7% |
| White                              | 2,728        | 87.4% | 2,786             | 86.9% | 2,844        | 86.7% | 2,854        | 81.9% | 3,032        | 87.0% |
| Undeclared or Missing              | ---          | ---   | 15                | 0.5%  | 12           | 0.4%  | 3            | 0.1%  | 9            | 0.3%  |
| <b>Contract</b>                    | <b>103</b>   |       | <b>102</b>        |       | <b>102</b>   |       | <b>114</b>   |       | <b>117</b>   |       |
| Black or African American          | 9            | 8.7%  | 9                 | 8.8%  | 6            | 5.9%  | 6            | 5.1%  | 11           | 9.4%  |
| American Indian/Alaskan Native     | 0            | 0.0%  | 0                 | 0.0%  | 1            | 1.0%  | 0            | 0.0%  | 0            | 0.0%  |
| Asian                              | 0            | 0.0%  | 0                 | 0.0%  | 1            | 1.0%  | 3            | 2.6%  | 1            | 0.9%  |
| Hispanic                           | 7            | 6.8%  | 5                 | 4.9%  | 4            | 3.9%  | 7            | 6.0%  | 5            | 4.3%  |
| Native Hawaiian/Pacific Islander   | 2            | 1.9%  | 2                 | 2.0%  | 1            | 1.0%  | 1            | 0.9%  | 0            | 0.0%  |
| Two or More Races                  | 1            | 1.0%  | 1                 | 1.0%  | 1            | 1.0%  | 4            | 3.4%  | 5            | 4.3%  |
| International                      | ---          | ---   | 0                 | 0.0%  | 0            | 0.0%  | 0            | 0.0%  | 0            | 0.0%  |
| <i>Total Multicultural</i>         | 19           | 18.4% | 17                | 16.7% | 14           | 13.7% | 21           | 17.9% | 22           | 18.8% |
| White                              | 84           | 81.6% | 82                | 80.4% | 87           | 85.3% | 93           | 79.5% | 95           | 81.2% |
| Undeclared or Missing              | ---          | ---   | 3                 | 2.9%  | 1            | 1.0%  | 0            | 0.0%  | 0            | 0.0%  |
| <b>Merit</b>                       | <b>1,319</b> |       | <b>1,325</b>      |       | <b>1,338</b> |       | <b>1,149</b> |       | <b>1,154</b> |       |
| Black or African American          | 28           | 2.1%  | 26                | 2.0%  | 23           | 1.7%  | 20           | 1.7%  | 25           | 2.2%  |
| American Indian/Alaskan Native     | 8            | 0.6%  | 8                 | 0.6%  | 6            | 0.4%  | 6            | 0.5%  | 7            | 0.6%  |
| Asian                              | 29           | 2.2%  | 28                | 2.1%  | 27           | 2.0%  | 26           | 2.3%  | 31           | 2.7%  |
| Hispanic                           | 35           | 2.7%  | 33                | 2.5%  | 39           | 2.9%  | 42           | 3.6%  | 36           | 3.1%  |
| Native Hawaiian/Pacific Islander   | 0            | 0.0%  | 0                 | 0.0%  | 0            | 0.0%  | 0            | 0.0%  | 0            | 0.0%  |
| Two or More Races                  | 8            | 0.6%  | 11                | 0.8%  | 13           | 1.0%  | 15           | 1.3%  | 17           | 1.5%  |
| International                      | ---          | ---   | 4                 | 0.0%  | 1            | 0.1%  | 3            | 0.3%  | 3            | 0.3%  |
| <i>Total Multicultural</i>         | 108          | 8.2%  | 110               | 8.3%  | 109          | 8.1%  | 112          | 9.7%  | 119          | 10.3% |
| White                              | 1,211        | 91.8% | 1,211             | 91.4% | 1,218        | 91.0% | 1,036        | 89.8% | 1,032        | 89.4% |
| Undeclared or Missing              | ---          | ---   | 4                 | 0.3%  | 11           | 0.8%  | 1            | 0.1%  | 3            | 0.3%  |
| <b>TOTAL EMPLOYEES</b>             | <b>6,480</b> |       | <b>6,379</b>      |       | <b>6,581</b> |       | <b>6,338</b> |       | <b>6,505</b> |       |
| Black or African American          | 162          | 2.5%  | 146               | 2.3%  | 146          | 2.2%  | 132          | 2.0%  | 138          | 2.1%  |
| American Indian/Alaskan Native     | 15           | 0.2%  | 17                | 0.3%  | 20           | 0.3%  | 15           | 0.2%  | 17           | 0.3%  |
| Asian                              | 565          | 8.7%  | 473               | 7.4%  | 473          | 7.2%  | 470          | 7.2%  | 476          | 7.3%  |
| Hispanic                           | 200          | 3.1%  | 170               | 2.7%  | 184          | 2.8%  | 195          | 3.0%  | 190          | 2.9%  |
| Native Hawaiian/Pacific Islander   | 4            | 0.1%  | 4                 | 0.1%  | 4            | 0.1%  | 3            | 0.0%  | 2            | 0.0%  |
| Two or More Races                  | 47           | 0.7%  | 56                | 0.9%  | 57           | 0.9%  | 68           | 1.0%  | 77           | 1.2%  |
| International                      | ---          | ---   | 73                | 1.1%  | 157          | 2.4%  | 146          | 2.2%  | 150          | 2.3%  |
| <i>Total Multicultural</i>         | 993          | 15.3% | 1,031             | 16.2% | 1,041        | 15.8% | 1,029        | 15.8% | 1,050        | 16.1% |
| White                              | 5,487        | 84.6% | 5,484             | 86.0% | 5,516        | 83.8% | 5,305        | 81.6% | 5,443        | 83.7% |
| Undeclared or Missing              | ---          | ---   | 29                | 0.5%  | 24           | 0.4%  | 4            | 0.1%  | 12           | 0.2%  |

<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

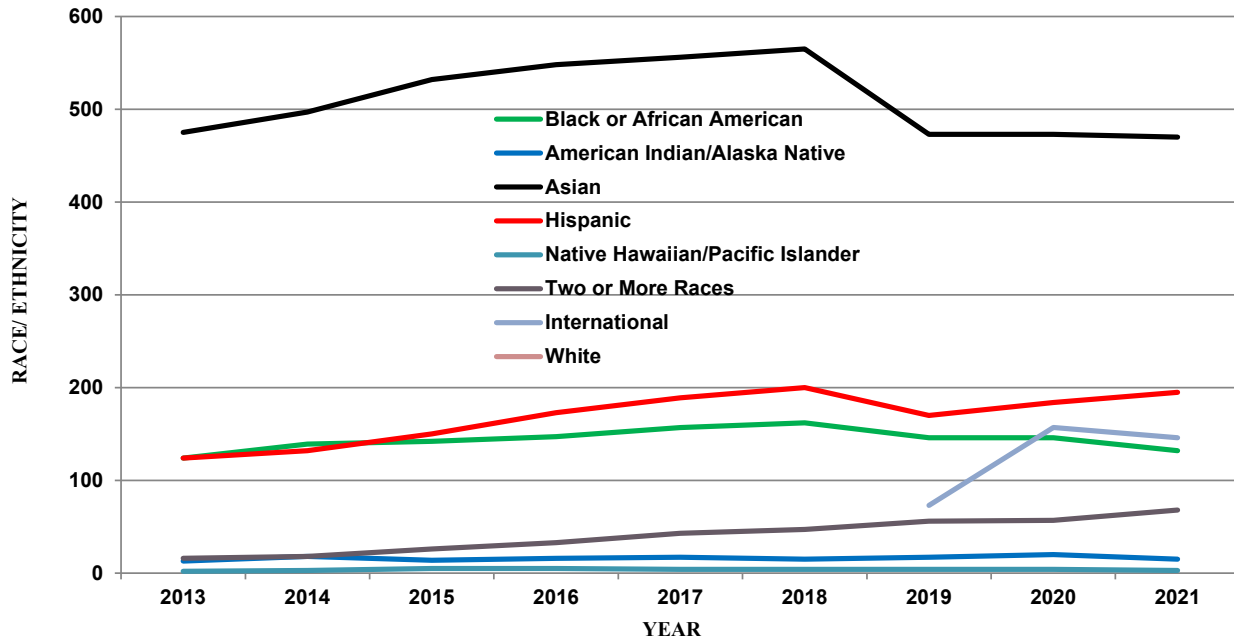
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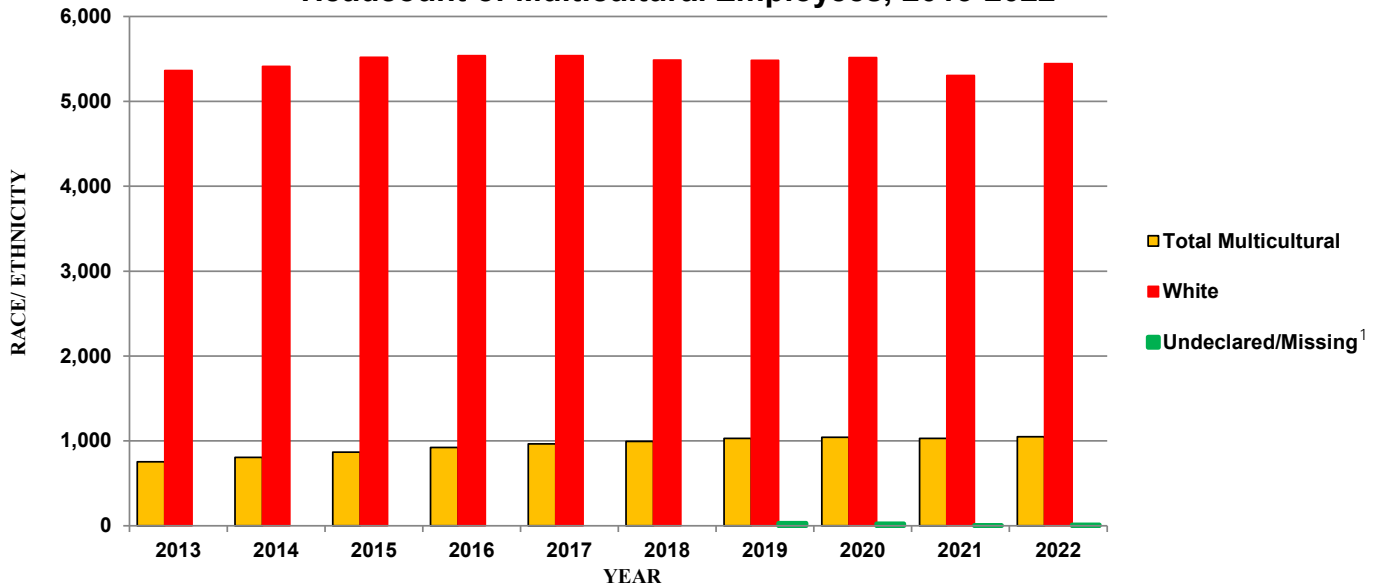
## Employees by Race/Ethnicity

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### Headcount of Employees by Ethnicity Group, 2013-2022



### Headcount of Multicultural Employees, 2013-2022



<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.