

Employees by Race/Ethnicity

October Payroll Headcount and Percent

EMPLOYEE GROUP	2019 ²		2020		2021		2022		2023	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
Faculty										
Tenured	966		981		963		953		933	
Black or African American	22	2.3%	23	2.3%	20	2.1%	19	2.0%	17	1.8%
American Indian/Alaskan Native	2	0.2%	3	0.3%	3	0.3%	3	0.3%	3	0.3%
Asian	183	18.9%	191	19.5%	201	21.1%	202	21.2%	203	21.8%
Hispanic	28	2.9%	32	3.3%	31	3.3%	31	3.3%	33	3.5%
Native Hawaiian/Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Two or More Races	2	0.2%	4	0.4%	4	0.4%	4	0.4%	6	0.6%
International ¹	8	0.0%	9	0.9%	7	0.7%	5	0.5%	4	0.4%
<i>Total Multicultural</i>	246	25.5%	263	26.8%	267	28.0%	265	27.8%	267	28.6%
White	715	74.0%	718	73.2%	696	73.0%	688	72.2%	666	71.4%
Undeclared or Missing	5	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Tenure Eligible	343		298		256		223		207	
Black or African American	5	1.5%	7	2.3%	6	2.7%	6	2.7%	5	2.4%
American Indian/Alaskan Native	1	0.3%	1	0.3%	1	0.4%	1	0.4%	1	0.5%
Asian	63	18.4%	51	17.1%	38	17.0%	43	19.3%	46	22.2%
Hispanic	14	4.1%	12	4.0%	13	5.8%	11	4.9%	9	4.3%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	6	1.7%	5	1.7%	4	1.8%	5	2.2%	3	1.4%
International	54	0.0%	45	15.1%	40	17.9%	29	13.0%	36	17.4%
<i>Total Multicultural</i>	143	41.7%	121	40.6%	102	45.7%	95	42.6%	100	48.3%
White	200	58.3%	177	59.4%	154	69.1%	128	57.4%	107	51.7%
Undeclared or Missing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Tenured & Tenure Eligible	1,309		1,279		1,219		1,176		1,140	
Black or African American	27	2.1%	30	2.3%	26	2.2%	25	2.1%	22	1.9%
American Indian/Alaskan Native	3	0.2%	4	0.3%	4	0.3%	4	0.3%	4	0.4%
Asian	246	18.8%	242	18.9%	239	20.3%	245	20.8%	249	21.8%
Hispanic	42	3.2%	44	3.4%	44	3.7%	42	3.6%	42	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	8	0.6%	9	0.7%	8	0.7%	9	0.8%	9	0.8%
International	0	0.0%	54	4.2%	47	4.0%	34	2.9%	40	3.5%
<i>Total Multicultural</i>	389	29.7%	384	30.0%	369	31.4%	360	30.6%	367	32.2%
White	915	69.9%	895	70.0%	850	72.3%	816	69.4%	773	67.8%
Undeclared or Missing	5	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Term Faculty (Non Tenure Eligible)	601		579		580		573		606	
Black or African American	15	2.5%	15	2.6%	15	2.6%	15	2.6%	15	2.5%
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	38	6.3%	40	6.9%	39	6.8%	32	5.6%	42	6.9%
Hispanic	21	3.5%	22	3.8%	21	3.7%	22	3.8%	23	3.8%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Two or More Races	5	0.8%	3	0.5%	7	1.2%	7	1.2%	6	1.0%
International	30	0.0%	27	4.7%	26	4.5%	29	5.1%	29	4.8%
<i>Total Multicultural</i>	109	18.1%	107	18.5%	108	18.8%	105	18.3%	116	19.1%
White	490	81.5%	472	81.5%	472	82.4%	468	81.7%	490	80.9%
Undeclared or Missing	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Faculty	1,910		1,858		1,799		1,749		1,746	
Black or African American	42	2.2%	45	2.4%	41	2.3%	40	2.3%	37	2.1%
American Indian/Alaskan Native	3	0.2%	4	0.2%	4	0.2%	4	0.2%	4	0.2%
Asian	284	14.9%	282	15.2%	278	15.9%	277	15.8%	291	16.7%
Hispanic	63	3.3%	66	3.6%	65	3.7%	64	3.7%	65	3.7%
Native Hawaiian/Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%
Two or More Races	13	0.7%	12	0.6%	15	0.9%	16	0.9%	15	0.9%
International	0	0.0%	81	4.4%	73	4.2%	63	3.6%	69	4.0%
<i>Total Multicultural</i>	498	26.1%	491	26.4%	477	27.3%	465	26.6%	483	27.7%
White	1,405	73.6%	1,367	73.6%	1,322	75.6%	1,284	73.4%	1,263	72.3%
Undeclared or Missing	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Visiting Scientists										
without Faculty Rank	0		2		0		0		0	
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%	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%	0	0.0%
<i>Total Multicultural</i>	0	0.0%	2	100.0%	0	0.0%	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%	0	0.0%

Continued on Next Page

Employees by Race/Ethnicity

Continued

EMPLOYEE GROUP	2019 ²		2020		2021		2022		2023	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
Professional and Scientific	3,207		3,281		3,276		3,485		3,653	
Black or African American	69	2.2%	72	2.2%	65	1.9%	62	1.8%	63	1.7%
American Indian/Alaskan Native	6	0.2%	9	0.3%	5	0.1%	6	0.2%	3	0.1%
Asian	161	5.0%	163	5.0%	163	4.7%	167	4.8%	173	4.7%
Hispanic	69	2.2%	75	2.3%	81	2.3%	85	2.4%	117	3.2%
Native Hawaiian/Pacific Islander	1	0.0%	2	0.1%	1	0.0%	1	0.0%	0	0.0%
Two or More Races	31	1.0%	31	0.9%	34	1.0%	39	1.1%	41	1.1%
International	69	2.2%	73	2.2%	70	2.0%	84	2.4%	85	2.3%
<i>Total Multicultural</i>	406	12.7%	425	13.0%	419	12.0%	444	12.7%	482	13.2%
White	2,786	86.9%	2,844	86.7%	2,854	81.9%	3,032	87.0%	3,170	86.8%
Undeclared or Missing	15	0.5%	12	0.4%	3	0.1%	9	0.3%	1	0.0%
Contract	102		102		114		117		126	
Black or African American	9	8.8%	6	5.9%	6	5.1%	11	9.4%	14	11.1%
American Indian/Alaskan Native	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	1	1.0%	3	2.6%	1	0.9%	0	0.0%
Hispanic	5	4.9%	4	3.9%	7	6.0%	5	4.3%	6	4.8%
Native Hawaiian/Pacific Islander	2	2.0%	1	1.0%	1	0.9%	0	0.0%	0	0.0%
Two or More Races	1	1.0%	1	1.0%	4	3.4%	5	4.3%	7	5.6%
International	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
<i>Total Multicultural</i>	17	16.7%	14	13.7%	21	17.9%	22	18.8%	28	22.2%
White	82	80.4%	87	85.3%	93	79.5%	95	81.2%	98	77.8%
Undeclared or Missing	3	2.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%
Merit	1,325		1,338		1,149		1,154		1,169	
Black or African American	26	2.0%	23	1.7%	20	1.7%	25	2.2%	29	2.5%
American Indian/Alaskan Native	8	0.6%	6	0.4%	6	0.5%	7	0.6%	5	0.4%
Asian	28	2.1%	27	2.0%	26	2.3%	31	2.7%	35	3.0%
Hispanic	33	2.5%	39	2.9%	42	3.6%	36	3.1%	53	4.5%
Native Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	11	0.8%	13	1.0%	15	1.3%	17	1.5%	12	1.0%
International	4	0.0%	1	0.1%	3	0.3%	3	0.3%	4	0.3%
<i>Total Multicultural</i>	110	8.3%	109	8.1%	112	9.7%	119	10.3%	138	11.8%
White	1,211	91.4%	1,218	91.0%	1,036	89.8%	1,032	89.4%	1,030	88.1%
Undeclared or Missing	4	0.3%	11	0.8%	1	0.1%	3	0.3%	1	0.1%
TOTAL EMPLOYEES	6,379		6,581		6,338		6,505		6,694	
Black or African American	146	2.3%	146	2.2%	132	2.0%	138	2.1%	143	2.1%
American Indian/Alaskan Native	17	0.3%	20	0.3%	15	0.2%	17	0.3%	12	0.2%
Asian	473	7.4%	473	7.2%	470	7.2%	476	7.3%	499	7.5%
Hispanic	170	2.7%	184	2.8%	195	3.0%	190	2.9%	241	3.6%
Native Hawaiian/Pacific Islander	4	0.1%	4	0.1%	3	0.0%	2	0.0%	2	0.0%
Two or More Races	56	0.9%	57	0.9%	68	1.0%	77	1.2%	75	1.1%
International	73	1.1%	157	2.4%	146	2.2%	150	2.3%	159	2.4%
<i>Total Multicultural</i>	1,031	16.2%	1,041	15.8%	1,029	15.8%	1,050	16.1%	1,131	16.9%
White	5,484	86.0%	5,516	83.8%	5,305	81.6%	5,443	83.7%	5,561	83.1%
Undeclared or Missing	29	0.5%	24	0.4%	4	0.1%	12	0.2%	2	0.0%

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

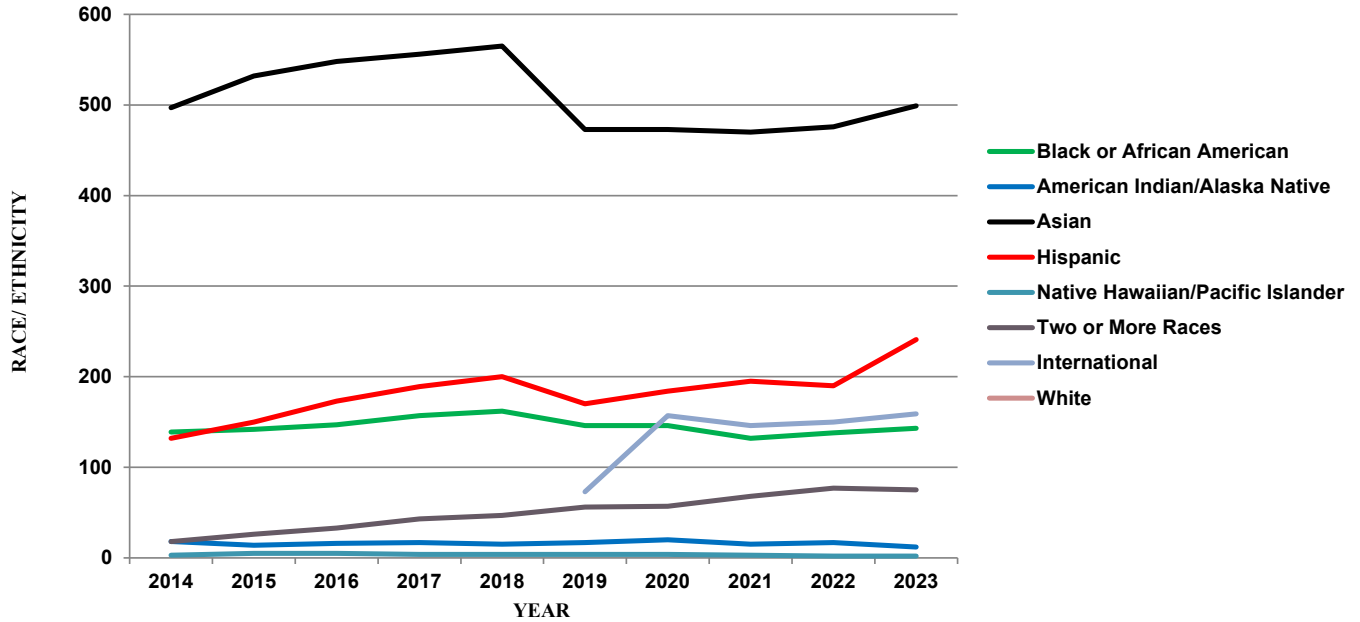
Last Updated: 12/4/2023

See Next Page for Charts

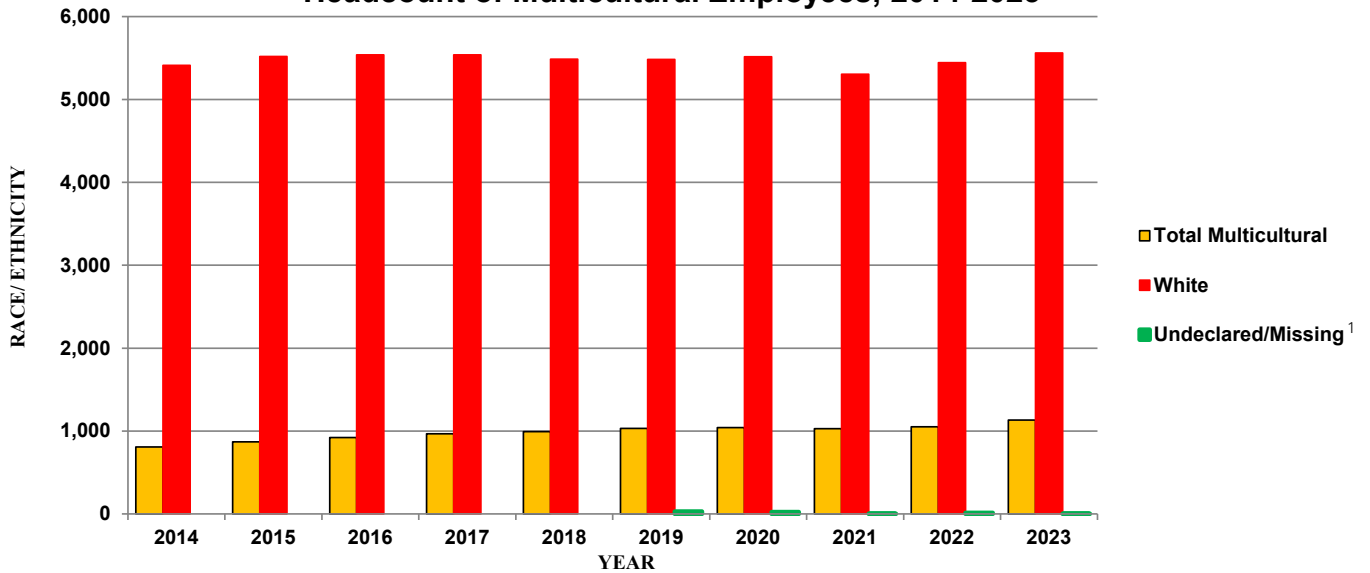
Employees by Race/Ethnicity

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Headcount of Employees by Ethnicity Group, 2014-2023



Headcount of Multicultural Employees, 2014-2023



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.