

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Professor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	9	9	9	10	11	13	16	19	18	25	26
Hispanic	4	4	6	8	10	12	13	13	14	21	21
Native American	0	0	0	1	1	1	1	1	1	2	2
Native Hawaiian/Pacific Isl.									0	1	1
Asian	12	16	17	17	18	21	21	22	25	29	33
Two or More	—	—	—	—	—	—	—	—	4	4	3
Total Minority	25	29	32	36	40	47	51	55	62	82	86
Total Non-Minority	<u>208</u>	<u>216</u>	<u>226</u>	<u>243</u>	<u>255</u>	<u>266</u>	<u>275</u>	<u>283</u>	<u>289</u>	<u>300</u>	<u>323</u>
Total Female	233	245	258	279	295	313	326	338	351	382	409
% Minority	11%	12%	12%	13%	14%	15%	16%	16%	18%	21%	21%
Male											
Black	39	35	35	38	40	39	39	43	46	43	45
Hispanic	13	14	16	16	16	15	20	18	24	26	27
Native American	2	3	4	5	5	5	5	5	4	4	4
Native Hawaiian/Pacific Isl.									0	1	1
Asian	77	79	82	86	94	99	108	112	116	124	129
Two or More	—	—	—	—	—	—	—	—	5	5	7
Total Minority	131	131	137	145	155	158	172	178	195	203	213
Total Non-Minority	<u>995</u>	<u>1,002</u>	<u>996</u>	<u>981</u>	<u>987</u>	<u>972</u>	<u>988</u>	<u>990</u>	<u>981</u>	<u>993</u>	<u>993</u>
Total Male	1,126	1,133	1,133	1,126	1,142	1,130	1,160	1,168	1,176	1,196	1,206
% Minority	12%	12%	12%	13%	14%	14%	15%	15%	17%	17%	18%
Total Professors											
Black	48	44	44	48	51	52	55	62	64	68	71
Hispanic	17	18	22	24	26	27	33	31	38	47	48
Native American	2	3	4	6	6	6	6	6	5	6	6
Native Hawaiian/Pacific Isl.									0	2	2
Asian	89	95	99	103	112	120	129	134	141	153	162
Two or More	—	—	—	—	—	—	—	—	9	9	10
Total Minority	156	160	169	181	195	205	223	233	257	285	299
Total Non-Minority	<u>1,203</u>	<u>1,218</u>	<u>1,222</u>	<u>1,224</u>	<u>1,242</u>	<u>1,238</u>	<u>1,263</u>	<u>1,273</u>	<u>1,270</u>	<u>1,293</u>	<u>1,316</u>
Total	1,359	1,378	1,391	1,405	1,437	1,443	1,486	1,506	1,527	1,578	1,615
% Minority	11%	12%	12%	13%	14%	14%	15%	15%	17%	18%	19%
% Female	17%	18%	19%	20%	21%	22%	22%	22%	23%	24%	25%
% Male	83%	82%	81%	80%	79%	78%	78%	78%	77%	76%	75%

Source: Regular Instructional Staff Counts. Data as of November 1.

Note: These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Associate Professor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	24	26	31	32	32	31	29	25	24	16	12
Hispanic	11	13	15	13	11	10	10	12	17	13	16
Native American	2	2	2	1	2	2	3	3	2	1	1
Native Hawaiian/Pacific Isl.									2	1	1
Asian	20	22	23	23	32	29	32	39	39	40	41
Two or More	—	—	—	—	—	—	—	—	3	4	4
Total Minority	57	63	71	69	77	72	74	79	87	75	75
Total Non-Minority	179	177	177	177	188	181	184	184	190	194	188
Total Female	236	240	248	246	265	253	258	263	277	269	263
% Minority	24%	26%	29%	28%	29%	28%	29%	30%	31%	28%	29%
Male											
Black	21	21	17	16	20	21	19	18	19	21	23
Hispanic	11	14	12	16	17	19	18	22	24	26	24
Native American	3	2	1	1	1	1	1	1	2	4	4
Native Hawaiian/Pacific Isl.									2	1	0
Asian	48	51	53	57	64	64	71	74	74	78	85
Two or More	—	—	—	—	—	—	—	—	5	5	5
Total Minority	83	88	83	90	102	105	109	115	126	135	141
Total Non-Minority	370	351	351	365	364	355	342	340	341	338	333
Total Male	453	439	434	455	466	460	451	455	467	473	474
% Minority	18%	20%	19%	20%	22%	23%	24%	25%	27%	29%	30%
Total Associate Professors											
Black	45	47	48	48	52	52	48	43	43	37	35
Hispanic	22	27	27	29	28	29	28	34	41	39	40
Native American	5	4	3	2	3	3	4	4	4	5	5
Native Hawaiian/Pacific Isl.									4	2	1
Asian	68	73	76	80	96	93	103	113	113	118	126
Two or More	—	—	—	—	—	—	—	—	8	9	9
Total Minority	140	151	154	159	179	177	183	194	213	210	216
Total Non-Minority	549	528	528	542	552	536	526	524	531	532	521
Total	689	679	682	701	731	713	709	718	744	742	737
% Minority	20%	22%	23%	23%	24%	25%	26%	27%	29%	28%	29%
% Female	34%	35%	36%	35%	36%	35%	36%	37%	37%	36%	36%
% Male	66%	65%	64%	65%	64%	65%	64%	63%	63%	64%	64%

Source: Regular Instructional Staff Counts. Data as of November 1.

Note: These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Assistant Professor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	29	29	25	24	24	16	14	13	14	13	13
Hispanic	14	13	12	17	14	10	10	10	11	14	12
Native American	2	1	1	1	1	1	1	1	1	1	1
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	36	49	52	54	49	48	45	44	41	44	47
Two or More	—	—	—	—	—	—	—	—	<u>1</u>	<u>2</u>	<u>2</u>
Total Minority	81	92	90	96	88	75	70	68	68	74	75
Total Non-Minority	<u>147</u>	<u>168</u>	<u>176</u>	<u>190</u>	<u>206</u>	<u>182</u>	<u>194</u>	<u>192</u>	<u>173</u>	<u>177</u>	<u>192</u>
Total Female	228	260	266	286	294	257	264	260	241	251	267
% Minority	36%	35%	34%	34%	30%	29%	27%	26%	28%	29%	28%
Male											
Black	22	21	20	21	19	19	22	18	17	19	16
Hispanic	21	22	24	19	19	18	17	16	18	18	19
Native American	5	7	7	5	6	4	2	2	1	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	85	99	93	98	100	96	91	103	100	108	106
Two or More	—	—	—	—	—	—	—	—	<u>5</u>	<u>7</u>	<u>8</u>
Total Minority	133	149	144	143	144	137	132	139	141	152	149
Total Non-Minority	<u>301</u>	<u>299</u>	<u>295</u>	<u>295</u>	<u>285</u>	<u>251</u>	<u>244</u>	<u>251</u>	<u>262</u>	<u>256</u>	<u>260</u>
Total Male	434	448	439	438	429	388	376	390	403	408	409
% Minority	31%	33%	33%	33%	34%	35%	35%	36%	35%	37%	36%
Total Assistant Professors											
Black	51	50	45	45	43	35	36	31	31	32	29
Hispanic	35	35	36	36	33	28	27	26	29	32	31
Native American	7	8	8	6	7	5	3	3	2	1	1
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	121	148	145	152	149	144	136	147	141	152	153
Two or More	—	—	—	—	—	—	—	—	<u>6</u>	<u>9</u>	<u>10</u>
Total Minority	214	241	234	239	232	212	202	207	209	226	224
Total Non-Minority	<u>448</u>	<u>467</u>	<u>471</u>	<u>485</u>	<u>491</u>	<u>433</u>	<u>438</u>	<u>443</u>	<u>435</u>	<u>433</u>	<u>452</u>
Total	662	708	705	724	723	645	640	650	644	659	676
% Minority	32%	34%	33%	33%	32%	33%	32%	32%	32%	34%	33%
% Female	34%	37%	38%	40%	41%	40%	41%	40%	37%	38%	39%
% Male	66%	63%	62%	60%	59%	60%	59%	60%	63%	62%	61%

Source: Regular Instructional Staff Counts. Data as of November 1.

Note: These counts exclude adjunct, clinical, and visiting titles.

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FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Instructor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	1	1	1	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	0	0	0	0	0	0	1	0	0	0	0
Two or More	—	—	—	—	—	—	—	—	0	0	0
Total Minority	1	1	1	0	0	0	1	0	0	0	0
Total Non-Minority	2	2	2	2	4	1	1	3	3	2	1
Total Female	3	3	3	2	4	1	2	3	3	2	1
% Minority	33%	33%	33%	0%	0%	0%	50%	0%	0%	0%	0%
Male											
Black	1	1	2	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	0
Native American	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	1	0	1	0	0	0	0	0	0	0	0
Two or More	—	—	—	—	—	—	—	—	0	0	0
Total Minority	2	1	3	1	1	0	0	0	1	1	0
Total Non-Minority	2	2	3	4	3	0	1	3	3	1	0
Total Male	4	3	6	5	4	0	1	3	4	2	0
% Minority	50%	33%	50%	20%	25%	N/A	0%	0%	25%	50%	N/A
Total Instructors											
Black	2	2	3	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	0
Native American	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	1	0	1	0	0	0	1	0	0	0	0
Two or More	—	—	—	—	—	—	—	—	0	0	0
Total Minority	3	2	4	1	1	0	1	0	1	1	0
Total Non-Minority	4	4	5	6	7	1	2	6	6	3	1
Total	7	6	9	7	8	1	3	6	7	4	1
% Minority	43%	33%	44%	14%	13%	0%	33%	0%	14%	25%	0%
% Female	43%	50%	33%	29%	50%	100%	67%	50%	43%	50%	100%
% Male	57%	50%	67%	71%	50%	0%	33%	50%	57%	50%	0%

Source: Regular Instructional Staff Counts. Data as of November 1.

Note: These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Total Tenured and Tenure-Track Faculty

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	63	65	66	66	67	60	59	57	56	54	51
Hispanic	29	30	33	38	35	32	33	35	42	48	49
Native American	4	3	3	3	4	4	5	5	4	4	4
Native Hawaiian/Pacific Isl.									2	2	2
Asian	68	87	92	94	99	98	99	105	105	113	121
Two or More	—	—	—	—	—	—	—	—	8	10	9
Total Minority	164	185	194	201	205	194	196	202	217	231	236
Total Non-Minority	<u>536</u>	<u>563</u>	<u>581</u>	<u>612</u>	<u>653</u>	<u>630</u>	<u>654</u>	<u>662</u>	<u>655</u>	<u>673</u>	<u>704</u>
Total Female	700	748	775	813	858	824	850	864	872	904	940
% Minority	23%	25%	25%	25%	24%	24%	23%	23%	25%	26%	25%
Male											
Black	83	78	74	76	80	79	80	79	82	83	84
Hispanic	45	50	52	51	52	52	55	56	67	71	70
Native American	10	12	12	11	12	10	8	8	7	8	8
Native Hawaiian/Pacific Isl.									2	2	1
Asian	211	229	229	241	258	259	270	289	290	310	320
Two or More	—	—	—	—	—	—	—	—	15	17	20
Total Minority	349	369	367	379	402	400	413	432	463	491	503
Total Non-Minority	<u>1,668</u>	<u>1,654</u>	<u>1,645</u>	<u>1,645</u>	<u>1,639</u>	<u>1,578</u>	<u>1,575</u>	<u>1,584</u>	<u>1,587</u>	<u>1,588</u>	<u>1,586</u>
Total Male	2,017	2,023	2,012	2,024	2,041	1,978	1,988	2,016	2,050	2,079	2,089
% Minority	17%	18%	18%	19%	20%	20%	21%	21%	23%	24%	24%
Total Tenured and Tenure-Track Faculty											
Black	146	143	140	142	147	139	139	136	138	137	135
Hispanic	74	80	85	89	87	84	88	91	109	119	119
Native American	14	15	15	14	16	14	13	13	11	12	12
Native Hawaiian/Pacific Isl.									4	4	3
Asian	279	316	321	335	357	357	369	394	395	423	441
Two or More	—	—	—	—	—	—	—	—	23	27	29
Total Minority	513	554	561	580	607	594	609	634	680	722	739
Total Non-Minority	<u>2,204</u>	<u>2,217</u>	<u>2,226</u>	<u>2,257</u>	<u>2,292</u>	<u>2,208</u>	<u>2,229</u>	<u>2,246</u>	<u>2,242</u>	<u>2,261</u>	<u>2,290</u>
Total	2,717	2,771	2,787	2,837	2,899	2,802	2,838	2,880	2,922	2,983	3,029
% Minority	19%	20%	20%	20%	21%	21%	21%	22%	23%	24%	24%
% Female	26%	27%	28%	29%	30%	29%	30%	30%	30%	30%	31%
% Male	74%	73%	72%	71%	70%	71%	70%	70%	70%	70%	69%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: (1) Tenured and tenure-track faculty includes Professors, Associate Professors, Assistant Professors, and Instructors. Lecturers are not included in these counts.

(2) These counts exclude adjunct, clinical, and visiting titles. (3) In 2007 new jobcodes were created to reclassify some faculty from tenure-track to not on track.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Regular Instructional Not on Track (All Ranks)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black						2	2	2	2	2	2
Hispanic						0	1	1	2	0	0
Native American						1	0	0	0	0	0
Native Hawaiian/Pacific Isl.									0	0	0
Asian						5	6	5	6	3	3
Two or More						—	—	—	0	0	0
Total Minority						8	9	8	10	5	5
Total Non-Minority						<u>30</u>	<u>29</u>	<u>27</u>	<u>24</u>	<u>17</u>	<u>12</u>
Total Female						38	38	35	34	22	17
% Minority						21%	24%	23%	29%	23%	29%
Male											
Black						2	2	2	3	3	2
Hispanic						1	3	3	4	2	3
Native American						2	1	1	0	0	0
Native Hawaiian/Pacific Isl.									0	0	0
Asian						14	17	19	16	11	10
Two or More						—	—	—	1	1	0
Total Minority						19	23	25	24	17	15
Total Non-Minority						<u>52</u>	<u>56</u>	<u>50</u>	<u>48</u>	<u>49</u>	<u>49</u>
Total Male						71	79	75	72	66	64
% Minority						27%	29%	33%	33%	26%	23%
Total Regular Instructional Not on Track											
Black						4	4	4	5	5	4
Hispanic-Latino						1	4	4	6	2	3
Native American						3	1	1	0	0	0
Native Hawaiian/Pacific Isl.									0	0	0
Asian						19	23	24	22	14	13
Two or More						—	—	—	1	1	0
Total Minority						27	32	33	34	22	20
Total Non-Minority						<u>82</u>	<u>85</u>	<u>77</u>	<u>72</u>	<u>66</u>	<u>61</u>
Total						109	117	110	106	88	81
% Minority						25%	27%	30%	32%	25%	25%
% Female						35%	32%	32%	32%	25%	21%
% Male						65%	68%	68%	68%	75%	79%

Notes: (1) Regular instructional not on track includes Professors, Associate Professors, Assistant Professors, and Instructors not on the tenure track. Lecturers are not included.
 (2) These counts exclude adjunct, clinical, and visiting titles. (3) In 2007 new jobcodes were created to reclassify some faculty from tenure-track to not on track.

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FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Lecturer

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	11	15	14	16	13	14	15	14	12	10	9
Hispanic	30	29	22	22	26	28	29	26	27	25	30
Native American	2	2	2	3	2	2	1	0	1	1	1
Native Hawaiian/Pacific Isl.									1	1	0
Asian	47	49	36	38	41	44	39	53	47	38	38
Two or More	—	—	—	—	—	—	—	—	7	8	9
Total Minority	90	95	74	79	82	88	84	93	95	83	87
Total Non-Minority	<u>332</u>	<u>334</u>	<u>308</u>	<u>366</u>	<u>359</u>	<u>356</u>	<u>362</u>	<u>387</u>	<u>376</u>	<u>360</u>	<u>372</u>
Total Female	422	429	382	445	441	444	446	480	471	443	459
% Minority	21%	22%	19%	18%	19%	20%	19%	19%	20%	19%	19%
Male											
Black	12	10	7	9	13	14	13	16	16	15	17
Hispanic	11	11	12	21	15	13	13	12	13	14	16
Native American	2	4	3	2	3	2	2	2	2	3	3
Native Hawaiian/Pacific Isl.									0	0	0
Asian	47	44	21	22	21	18	24	24	24	25	22
Two or More	—	—	—	—	—	—	—	—	5	3	4
Total Minority	72	69	43	54	52	47	52	54	60	60	62
Total Non-Minority	<u>223</u>	<u>226</u>	<u>195</u>	<u>262</u>	<u>263</u>	<u>270</u>	<u>296</u>	<u>302</u>	<u>296</u>	<u>303</u>	<u>302</u>
Total Male	295	295	238	316	315	317	348	356	356	363	364
% Minority	24%	23%	18%	17%	17%	15%	15%	15%	17%	17%	17%
Total Lecturers											
Black	23	25	21	25	26	28	28	30	28	25	26
Hispanic	41	40	34	43	41	41	42	38	40	39	46
Native American	4	6	5	5	5	4	3	2	3	4	4
Native Hawaiian/Pacific Isl.									1	1	0
Asian	94	93	57	60	62	62	63	77	71	63	60
Two or More	—	—	—	—	—	—	—	—	12	11	13
Total Minority	162	164	117	133	134	135	136	147	155	143	149
Total Non-Minority	<u>555</u>	<u>560</u>	<u>503</u>	<u>628</u>	<u>622</u>	<u>626</u>	<u>658</u>	<u>689</u>	<u>672</u>	<u>663</u>	<u>674</u>
Total	717	724	620	761	756	761	794	836	827	806	823
% Minority	23%	23%	19%	17%	18%	18%	17%	18%	19%	18%	18%
% Female	59%	59%	62%	58%	58%	58%	56%	57%	57%	55%	56%
% Male	41%	41%	38%	42%	42%	42%	44%	43%	43%	45%	44%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: These counts exclude adjunct, clinical, and visiting titles. The rank "Lecturer" includes those lecturers covered by a union contract.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Total Regular Instructional Faculty (Tenured, Tenure-Track, Regular Not on Track, and Lecturers)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	74	80	80	82	80	76	76	73	70	66	62
Hispanic	59	59	55	60	61	60	63	62	71	73	79
Native American	6	5	5	6	6	7	6	5	5	5	5
Native Hawaiian/Pacific Isl.									3	3	2
Asian	115	136	128	132	140	147	144	163	158	154	162
Two or More	—	—	—	—	—	—	—	—	15	18	18
Total Minority	254	280	268	280	287	290	289	303	322	319	328
Total Non-Minority	<u>868</u>	<u>897</u>	<u>889</u>	<u>978</u>	<u>1,012</u>	<u>1,016</u>	<u>1,045</u>	<u>1,076</u>	<u>1,055</u>	<u>1,050</u>	<u>1,088</u>
Total Female	1,122	1,177	1,157	1,258	1,299	1,306	1,334	1,379	1,377	1,369	1,416
% Minority	23%	24%	23%	22%	22%	22%	22%	22%	23%	23%	23%
Male											
Black	95	88	81	85	93	95	95	97	101	101	103
Hispanic	56	61	64	72	67	66	71	71	84	87	89
Native American	12	16	15	13	15	14	11	11	9	11	11
Native Hawaiian/Pacific Isl.									2	2	1
Asian	258	273	250	263	279	291	311	332	330	346	352
Two or More	—	—	—	—	—	—	—	—	21	21	24
Total Minority	421	438	410	433	454	466	488	511	547	568	580
Total Non-Minority	<u>1,891</u>	<u>1,880</u>	<u>1,840</u>	<u>1,907</u>	<u>1,902</u>	<u>1,900</u>	<u>1,927</u>	<u>1,936</u>	<u>1,931</u>	<u>1,940</u>	<u>1,937</u>
Total Male	2,312	2,318	2,250	2,340	2,356	2,366	2,415	2,447	2,478	2,508	2,517
% Minority	18%	19%	18%	19%	19%	20%	20%	21%	22%	23%	23%
Total Regular Instructional Faculty											
Black	169	168	161	167	173	171	171	170	171	167	165
Hispanic	115	120	119	132	128	126	134	133	155	160	168
Native American	18	21	20	19	21	21	17	16	14	16	16
Native Hawaiian/Pacific Isl.									5	5	3
Asian	373	409	378	395	419	438	455	495	488	500	514
Two or More	—	—	—	—	—	—	—	—	36	39	42
Total Minority	675	718	678	713	741	756	777	814	869	887	908
Total Non-Minority	<u>2,759</u>	<u>2,777</u>	<u>2,729</u>	<u>2,885</u>	<u>2,914</u>	<u>2,916</u>	<u>2,972</u>	<u>3,012</u>	<u>2,986</u>	<u>2,990</u>	<u>3,025</u>
Total	3,434	3,495	3,407	3,598	3,655	3,672	3,749	3,826	3,855	3,877	3,933
% Minority	20%	21%	20%	20%	20%	21%	21%	21%	23%	23%	23%
% Female	33%	34%	34%	35%	36%	36%	36%	36%	36%	35%	36%
% Male	67%	66%	66%	65%	64%	64%	64%	64%	64%	65%	64%

Source: Regular Instructional Staff Counts. Data as of November 1.

Note: These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Regular Clinical Instructional (All Ranks)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	13	13	19	23	25	27	28	30	28	26	33
Hispanic	8	12	15	15	18	19	21	18	21	22	30
Native American	0	0	1	2	2	2	2	3	2	2	2
Native Hawaiian/Pacific Isl.									0	0	1
Asian	28	41	73	79	88	98	97	112	118	136	138
Two or More	—	—	—	—	—	—	—	—	<u>17</u>	<u>19</u>	<u>19</u>
Total Minority	<u>49</u>	<u>66</u>	<u>108</u>	<u>119</u>	<u>133</u>	<u>146</u>	<u>148</u>	<u>163</u>	<u>186</u>	<u>205</u>	<u>223</u>
Total Non-Minority	<u>217</u>	<u>248</u>	<u>307</u>	<u>340</u>	<u>359</u>	<u>413</u>	<u>435</u>	<u>464</u>	<u>479</u>	<u>540</u>	<u>559</u>
Total Female	<u>266</u>	<u>314</u>	<u>415</u>	<u>459</u>	<u>492</u>	<u>559</u>	<u>583</u>	<u>627</u>	<u>665</u>	<u>745</u>	<u>782</u>
% Minority	18%	21%	26%	26%	27%	26%	25%	26%	28%	28%	29%
Male											
Black	9	9	15	13	17	15	17	16	18	21	25
Hispanic	9	12	13	16	12	11	14	13	18	21	20
Native American	3	2	5	5	5	5	6	7	1	1	1
Native Hawaiian/Pacific Isl.									0	0	0
Asian	37	51	77	93	97	110	121	113	122	118	125
Two or More	—	—	—	—	—	—	—	—	<u>5</u>	<u>7</u>	<u>6</u>
Total Minority	<u>58</u>	<u>74</u>	<u>110</u>	<u>127</u>	<u>131</u>	<u>141</u>	<u>158</u>	<u>149</u>	<u>164</u>	<u>168</u>	<u>177</u>
Total Non-Minority	<u>278</u>	<u>313</u>	<u>394</u>	<u>396</u>	<u>415</u>	<u>451</u>	<u>470</u>	<u>489</u>	<u>486</u>	<u>512</u>	<u>548</u>
Total Male	<u>336</u>	<u>387</u>	<u>504</u>	<u>523</u>	<u>546</u>	<u>592</u>	<u>628</u>	<u>638</u>	<u>650</u>	<u>680</u>	<u>725</u>
% Minority	17%	19%	22%	24%	24%	24%	25%	23%	25%	25%	24%
Total Regular Clinical Instructional											
Black	22	22	34	36	42	42	45	46	46	47	58
Hispanic	17	24	28	31	30	30	35	31	39	43	50
Native American	3	2	6	7	7	7	8	10	3	3	3
Native Hawaiian/Pacific Isl.									0	0	1
Asian	65	92	150	172	185	208	218	225	240	254	263
Two or More	—	—	—	—	—	—	—	—	<u>22</u>	<u>26</u>	<u>25</u>
Total Minority	<u>107</u>	<u>140</u>	<u>218</u>	<u>246</u>	<u>264</u>	<u>287</u>	<u>306</u>	<u>312</u>	<u>350</u>	<u>373</u>	<u>400</u>
Total Non-Minority	<u>495</u>	<u>561</u>	<u>701</u>	<u>736</u>	<u>774</u>	<u>864</u>	<u>905</u>	<u>953</u>	<u>965</u>	<u>1,052</u>	<u>1,107</u>
Total	<u>602</u>	<u>701</u>	<u>919</u>	<u>982</u>	<u>1,038</u>	<u>1,151</u>	<u>1,211</u>	<u>1,265</u>	<u>1,315</u>	<u>1,425</u>	<u>1,507</u>
% Minority	18%	20%	24%	25%	25%	25%	25%	25%	27%	26%	27%
% Female	44%	45%	45%	47%	47%	49%	48%	50%	51%	52%	52%
% Male	56%	55%	55%	53%	53%	51%	52%	50%	49%	48%	48%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: (1) Regular Clinical Instructional faculty includes Clinical Professors, Clinical Associate Professors, Clinical Assistant

Professors, Clinical Instructors, and beginning with 2003 data, Clinical Lecturers. (2) These counts exclude adjunct and visiting titles and titles formerly labeled Clinical I.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Total Regular and Regular Clinical Instructional Faculty (Tenured, Tenure-Track, Regular Not on Track, Lecturers, and Regular Clinical)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	87	93	99	105	105	103	104	103	98	92	95
Hispanic	67	71	70	75	79	79	84	80	92	95	109
Native American	6	5	6	8	8	9	8	8	7	7	7
Native Hawaiian/Pacific Isl.									3	3	3
Asian	143	177	201	211	228	245	241	275	276	290	300
Two or More	—	—	—	—	—	—	—	—	<u>32</u>	<u>37</u>	<u>37</u>
Total Minority	<u>303</u>	<u>346</u>	<u>376</u>	<u>399</u>	<u>420</u>	<u>436</u>	<u>437</u>	<u>466</u>	<u>508</u>	<u>524</u>	<u>551</u>
Total Non-Minority	<u>1,085</u>	<u>1,145</u>	<u>1,196</u>	<u>1,318</u>	<u>1,371</u>	<u>1,429</u>	<u>1,480</u>	<u>1,540</u>	<u>1,534</u>	<u>1,590</u>	<u>1,647</u>
Total Female	1,388	1,491	1,572	1,717	1,791	1,865	1,917	2,006	2,042	2,114	2,198
% Minority	22%	23%	24%	23%	23%	23%	23%	23%	25%	25%	25%
Male											
Black	104	97	96	98	110	110	112	113	119	122	128
Hispanic	65	73	77	88	79	77	85	84	102	108	109
Native American	15	18	20	18	20	19	17	18	10	12	12
Native Hawaiian/Pacific Isl.									2	2	1
Asian	295	324	327	356	376	401	432	445	452	464	477
Two or More	—	—	—	—	—	—	—	—	<u>26</u>	<u>28</u>	<u>30</u>
Total Minority	<u>479</u>	<u>512</u>	<u>520</u>	<u>560</u>	<u>585</u>	<u>607</u>	<u>646</u>	<u>660</u>	<u>711</u>	<u>736</u>	<u>757</u>
Total Non-Minority	<u>2,169</u>	<u>2,193</u>	<u>2,234</u>	<u>2,303</u>	<u>2,317</u>	<u>2,351</u>	<u>2,397</u>	<u>2,425</u>	<u>2,417</u>	<u>2,452</u>	<u>2,485</u>
Total Male	2,648	2,705	2,754	2,863	2,902	2,958	3,043	3,085	3,128	3,188	3,242
% Minority	18%	19%	19%	20%	20%	21%	21%	21%	23%	23%	23%
Total Regular and Regular Clinical Instructional											
Black	191	190	195	203	215	213	216	216	217	214	223
Hispanic	132	144	147	163	158	156	169	164	194	203	218
Native American	21	23	26	26	28	28	25	26	17	19	19
Native Hawaiian/Pacific Isl.									5	5	4
Asian	438	501	528	567	604	646	673	720	728	754	777
Two or More	—	—	—	—	—	—	—	—	<u>58</u>	<u>65</u>	<u>67</u>
Total Minority	<u>782</u>	<u>858</u>	<u>896</u>	<u>959</u>	<u>1,005</u>	<u>1,043</u>	<u>1,083</u>	<u>1,126</u>	<u>1,219</u>	<u>1,260</u>	<u>1,308</u>
Total Non-Minority	<u>3,254</u>	<u>3,338</u>	<u>3,430</u>	<u>3,621</u>	<u>3,688</u>	<u>3,780</u>	<u>3,877</u>	<u>3,965</u>	<u>3,951</u>	<u>4,042</u>	<u>4,132</u>
Total	4,036	4,196	4,326	4,580	4,693	4,823	4,960	5,091	5,170	5,302	5,440
% Minority	19%	20%	21%	21%	21%	22%	22%	22%	24%	24%	24%
% Female	34%	36%	36%	37%	38%	39%	39%	39%	39%	40%	40%
% Male	66%	64%	64%	63%	62%	61%	61%	61%	61%	60%	60%

Source: Regular Instructional Staff Counts. Data as of November 1.

Note: These counts exclude adjunct and visiting titles and titles formerly labeled Clinical I.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Supplemental Instructional Faculty (Adjunct and Visiting)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	7	15	7	6	5	3	3	4	2	4	4
Hispanic	8	11	9	10	8	7	6	6	5	4	5
Native American	0	1	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Isl.									0	0	0
Asian	11	15	17	6	18	12	13	13	18	14	12
Two or More	—	—	—	—	—	—	—	—	<u>1</u>	<u>1</u>	<u>1</u>
Total Minority	<u>26</u>	<u>42</u>	<u>33</u>	<u>22</u>	<u>31</u>	<u>22</u>	<u>22</u>	<u>23</u>	<u>26</u>	<u>23</u>	<u>22</u>
Total Non-Minority	<u>159</u>	<u>147</u>	<u>120</u>	<u>48</u>	<u>48</u>	<u>58</u>	<u>57</u>	<u>58</u>	<u>60</u>	<u>62</u>	<u>67</u>
Total Female	185	189	153	70	79	80	79	81	86	85	89
% Minority	14%	22%	22%	31%	39%	28%	28%	28%	30%	27%	25%
Male											
Black	9	11	9	7	3	4	4	2	2	5	3
Hispanic	5	7	8	1	3	2	2	2	1	1	4
Native American	0	1	1	1	1	1	1	2	1	1	1
Native Hawaiian/Pacific Isl.									0	0	0
Asian	28	19	15	17	21	21	17	16	9	5	10
Two or More	—	—	—	—	—	—	—	—	<u>0</u>	<u>0</u>	<u>1</u>
Total Minority	<u>42</u>	<u>38</u>	<u>33</u>	<u>26</u>	<u>28</u>	<u>28</u>	<u>24</u>	<u>22</u>	<u>13</u>	<u>12</u>	<u>19</u>
Total Non-Minority	<u>253</u>	<u>247</u>	<u>203</u>	<u>138</u>	<u>125</u>	<u>123</u>	<u>120</u>	<u>113</u>	<u>98</u>	<u>98</u>	<u>96</u>
Total Male	295	285	236	164	153	151	144	135	111	110	115
% Minority	14%	13%	14%	16%	18%	19%	17%	16%	12%	11%	17%
Total Supplemental Instructional											
Black	16	26	16	13	8	7	7	6	4	9	7
Hispanic	13	18	17	11	11	9	8	8	6	5	9
Native American	0	2	1	1	1	1	1	2	1	1	1
Native Hawaiian/Pacific Isl.									0	0	0
Asian	39	34	32	23	39	33	30	29	27	19	22
Two or More	—	—	—	—	—	—	—	—	<u>1</u>	<u>1</u>	<u>2</u>
Total Minority	<u>68</u>	<u>80</u>	<u>66</u>	<u>48</u>	<u>59</u>	<u>50</u>	<u>46</u>	<u>45</u>	<u>39</u>	<u>35</u>	<u>41</u>
Total Non-Minority	<u>412</u>	<u>394</u>	<u>323</u>	<u>186</u>	<u>173</u>	<u>181</u>	<u>177</u>	<u>171</u>	<u>158</u>	<u>160</u>	<u>163</u>
Total	480	474	389	234	232	231	223	216	197	195	204
% Minority	14%	17%	17%	21%	25%	22%	21%	21%	20%	18%	20%
% Female	39%	40%	39%	30%	34%	35%	35%	38%	44%	44%	44%
% Male	61%	60%	61%	70%	66%	65%	65%	63%	56%	56%	56%

Source: Supplemental Instructional Staff Counts. Data as of November 1.

Note: The rank "Supplemental Instructional Faculty" includes Adjunct faculty covered by a union contract.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Total Regular, Regular Clinical, and Supplemental Instructional Faculty

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	94	108	106	111	110	106	107	107	100	96	99
Hispanic	75	82	79	85	87	86	90	86	97	99	114
Native American	6	6	6	8	8	9	8	8	7	7	7
Native Hawaiian/Pacific Isl.									3	3	3
Asian	154	192	218	217	246	257	254	288	294	304	312
Two or More	—	—	—	—	—	—	—	—	33	38	38
Total Minority	329	388	409	421	451	458	459	489	534	547	573
Total Non-Minority	<u>1,244</u>	<u>1,292</u>	<u>1,316</u>	<u>1,366</u>	<u>1,419</u>	<u>1,487</u>	<u>1,537</u>	<u>1,598</u>	<u>1,594</u>	<u>1,652</u>	<u>1,714</u>
Total Female	1,573	1,680	1,725	1,787	1,870	1,945	1,996	2,087	2,128	2,199	2,287
% Minority	21%	23%	24%	24%	24%	24%	23%	23%	25%	25%	25%
Male											
Black	113	108	105	105	113	114	116	115	121	127	131
Hispanic	70	80	85	89	82	79	87	86	103	109	113
Native American	15	19	21	19	21	20	18	20	11	13	13
Native Hawaiian/Pacific Isl.									2	2	1
Asian	323	343	342	373	397	422	449	461	461	469	487
Two or More	—	—	—	—	—	—	—	—	26	28	31
Total Minority	521	550	553	586	613	635	670	682	724	748	776
Total Non-Minority	<u>2,422</u>	<u>2,440</u>	<u>2,437</u>	<u>2,441</u>	<u>2,442</u>	<u>2,474</u>	<u>2,517</u>	<u>2,538</u>	<u>2,515</u>	<u>2,550</u>	<u>2,581</u>
Total Male	2,943	2,990	2,990	3,027	3,055	3,109	3,187	3,220	3,239	3,298	3,357
% Minority	18%	18%	18%	19%	20%	20%	21%	21%	22%	23%	23%
Total Regular, Regular Clinical, and Supplemental Instructional											
Black	207	216	211	216	223	220	223	222	221	223	230
Hispanic	145	162	164	174	169	165	177	172	200	208	227
Native American	21	25	27	27	29	29	26	28	18	20	20
Native Hawaiian/Pacific Isl.									5	5	4
Asian	477	535	560	590	643	679	703	749	755	773	799
Two or More	—	—	—	—	—	—	—	—	59	66	69
Total Minority	850	938	962	1,007	1,064	1,093	1,129	1,171	1,258	1,295	1,349
Total Non-Minority	<u>3,666</u>	<u>3,732</u>	<u>3,753</u>	<u>3,807</u>	<u>3,861</u>	<u>3,961</u>	<u>4,054</u>	<u>4,136</u>	<u>4,109</u>	<u>4,202</u>	<u>4,295</u>
Total	4,516	4,670	4,715	4,814	4,925	5,054	5,183	5,307	5,367	5,497	5,644
% Minority	19%	20%	20%	21%	22%	22%	22%	22%	23%	24%	24%
% Female	35%	36%	37%	37%	38%	38%	39%	39%	40%	40%	41%
% Male	65%	64%	63%	63%	62%	62%	61%	61%	60%	60%	59%

Sources: Regular Instructional Staff Counts and Supplemental Instructional Staff Counts. Data as of November 1.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Primary Faculty

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female											
Black	6	4	6	5	8	9	7	9	7	8	8
Hispanic	7	4	7	9	9	9	8	10	12	12	16
Native American	1	1	1	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Isl.									1	1	1
Asian	44	52	55	62	74	79	83	86	84	82	96
Two or More	—	—	—	—	—	—	—	—	9	7	6
Total Minority	58	61	69	76	91	97	98	105	113	110	127
Total Non-Minority	238	237	235	252	253	250	245	256	273	277	285
Total Female	296	298	304	328	344	347	343	361	386	387	412
% Minority	20%	20%	23%	23%	26%	28%	29%	29%	29%	28%	31%
Male											
Black	6	6	6	7	7	8	7	6	6	6	7
Hispanic	15	11	10	12	13	14	16	16	21	21	19
Native American	0	0	0	0	0	0	0	1	0	0	0
Native Hawaiian/Pacific Isl.									0	0	0
Asian	77	84	107	118	128	135	133	142	142	160	178
Two or More	—	—	—	—	—	—	—	—	7	5	5
Total Minority	98	101	123	137	148	157	156	165	176	192	209
Total Non-Minority	271	262	254	254	277	280	269	292	289	289	296
Total Male	369	363	377	391	425	437	425	457	465	481	505
% Minority	27%	28%	33%	35%	35%	36%	37%	36%	38%	40%	41%
Total Primary											
Black	12	10	12	12	15	17	14	15	13	14	15
Hispanic	22	15	17	21	22	23	24	26	33	33	35
Native American	1	1	1	0	0	0	0	1	0	0	0
Native Hawaiian/Pacific Isl.									1	1	1
Asian	121	136	162	180	202	214	216	228	226	242	274
Two or More	—	—	—	—	—	—	—	—	16	12	11
Total Minority	156	162	192	213	239	254	254	270	289	302	336
Total Non-Minority	509	499	489	506	530	530	514	548	562	566	581
Total	665	661	681	719	769	784	768	818	851	868	917
% Minority	23%	25%	28%	30%	31%	32%	33%	33%	34%	35%	37%
% Female	45%	45%	45%	46%	45%	44%	45%	44%	45%	45%	45%
% Male	55%	55%	55%	54%	55%	56%	55%	56%	55%	55%	55%

Source: Faculty and Staff Counts, Office of Budget and Planning. Data as of November 1

Notes: Primary faculty includes all titles in the research professor and research scientist tracks and all ranks of librarians, curators, and archivists.

These counts exclude adjunct and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

Supplemental Primary Faculty (Adjunct and Visiting)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	1	1	0	0	1	0	0	0	0	0	0
Hispanic	0	0	0	1	1	0	0	0	0	0	0
Native American	0	0	0	0	0	0	1	0	0	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	7	4	5	5	2	7	11	10	9	6	4
Two or More	—	—	—	—	—	—	—	—	0	0	0
Total Minority	8	5	5	6	4	7	12	10	9	6	4
Total Non-Minority	10	9	10	13	9	8	13	9	4	4	11
Total Female	18	14	15	19	13	15	25	19	13	10	15
% Minority	44%	36%	33%	32%	31%	47%	48%	53%	69%	60%	27%
Male											
Black	1	1	1	0	0	0	0	2	1	0	0
Hispanic	2	1	0	3	1	2	1	2	1	1	4
Native American	0	1	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	18	14	12	14	17	21	17	15	18	16	16
Two or More	—	—	—	—	—	—	—	—	0	0	1
Total Minority	21	17	13	17	18	23	18	19	20	17	21
Total Non-Minority	28	26	31	29	24	23	24	17	24	27	18
Total Male	49	43	44	46	42	46	42	36	44	44	39
% Minority	43%	40%	30%	37%	43%	50%	43%	53%	45%	39%	54%
Total Supplemental Primary											
Black	2	2	1	0	1	0	0	2	1	0	0
Hispanic	2	1	0	4	2	2	1	2	1	1	4
Native American	0	1	0	0	0	0	1	0	0	0	0
Native Hawaiian/Pacific Isl.								0	0	0	0
Asian	25	18	17	19	19	28	28	25	27	22	20
Two or More	—	—	—	—	—	—	—	—	0	0	1
Total Minority	29	22	18	23	22	30	30	29	29	23	25
Total Non-Minority	38	35	41	42	33	31	37	26	28	31	29
Total	67	57	59	65	55	61	67	55	57	54	54
% Minority	43%	39%	31%	35%	40%	49%	45%	53%	51%	43%	46%
% Female	27%	25%	25%	29%	24%	25%	37%	35%	23%	19%	28%
% Male	73%	75%	75%	71%	76%	75%	63%	65%	77%	81%	72%

Source: Faculty and Staff Counts, Office of Budget and Planning. Data as of November 1

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY (Federal Codes)

TOTAL FACULTY

(Regular, Regular Clinical, Supplemental Instructional, Primary and Supplemental Primary)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	101	113	112	116	119	115	114	116	107	104	107
Hispanic	82	86	86	95	97	95	98	96	109	111	130
Native American	7	7	7	8	8	9	9	8	7	7	7
Native Hawaiian/Pacific Isl.									4	4	4
Asian	205	248	278	284	322	343	348	384	387	392	412
Two or More									42	45	44
Total Minority	395	454	483	503	546	562	569	604	656	663	704
Total Non-Minority	<u>1,492</u>	<u>1,538</u>	<u>1,561</u>	<u>1,631</u>	<u>1,681</u>	<u>1,745</u>	<u>1,795</u>	<u>1,863</u>	<u>1,871</u>	<u>1,933</u>	<u>2,010</u>
Total Female	1,887	1,992	2,044	2,134	2,227	2,307	2,364	2,467	2,527	2,596	2,714
% Minority	21%	23%	24%	24%	25%	24%	24%	24%	26%	26%	26%
Male											
Black	120	115	112	112	120	122	123	123	128	133	138
Hispanic	87	92	95	104	96	95	104	104	125	131	136
Native American	15	20	21	19	21	20	18	21	11	13	13
Native Hawaiian/Pacific Isl.									2	2	1
Asian	418	441	461	505	542	578	599	618	621	645	681
Two or More									33	33	37
Total Minority	640	668	689	740	779	815	844	866	920	957	1,006
Total Non-Minority	<u>2,721</u>	<u>2,728</u>	<u>2,722</u>	<u>2,724</u>	<u>2,743</u>	<u>2,777</u>	<u>2,810</u>	<u>2,847</u>	<u>2,828</u>	<u>2,866</u>	<u>2,895</u>
Total Male	3,361	3,396	3,411	3,464	3,522	3,592	3,654	3,713	3,748	3,823	3,901
% Minority	19%	20%	20%	21%	22%	23%	23%	23%	25%	25%	26%
Total All Faculty											
Black	221	228	224	228	239	237	237	239	235	237	245
Hispanic	169	178	181	199	193	190	202	200	234	242	266
Native American	22	27	28	27	29	29	27	29	18	20	20
Native Hawaiian/Pacific Isl.									6	6	5
Asian	623	689	739	789	864	921	947	1,002	1,008	1,037	1,093
Two or More									75	78	81
Total Minority	1,035	1,122	1,172	1,243	1,325	1,377	1,413	1,470	1,576	1,620	1,710
Total Non-Minority	<u>4,213</u>	<u>4,266</u>	<u>4,283</u>	<u>4,355</u>	<u>4,424</u>	<u>4,522</u>	<u>4,605</u>	<u>4,710</u>	<u>4,699</u>	<u>4,799</u>	<u>4,905</u>
Total	5,248	5,388	5,455	5,598	5,749	5,899	6,018	6,180	6,275	6,419	6,615
% Minority	20%	21%	21%	22%	23%	23%	23%	24%	25%	25%	26%
% Female	36%	37%	37%	38%	39%	39%	39%	40%	40%	40%	41%
% Male	64%	63%	63%	62%	61%	61%	61%	60%	60%	60%	59%

Sources: Regular Instructional Staff Counts, Supplemental Instructional Staff Counts, and Faculty and Staff Counts.

Data as of November 1.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Professor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	9	9	9	10	11	13	16	19	21	28	29
Hispanic	4	4	6	8	10	12	13	13	14	21	21
Native American	0	0	0	1	1	1	1	1	3	4	4
Native Hawaiian/Pacific Islander									0	1	1
Asian	<u>12</u>	<u>16</u>	<u>17</u>	<u>17</u>	<u>18</u>	<u>21</u>	<u>21</u>	<u>22</u>	<u>26</u>	<u>32</u>	<u>35</u>
Total Minority	25	29	32	36	40	47	51	55	62	82	86
White and Not Indicated	<u>208</u>	<u>216</u>	<u>226</u>	<u>243</u>	<u>255</u>	<u>266</u>	<u>275</u>	<u>283</u>	<u>301</u>	<u>315</u>	<u>337</u>
Total Female	233	245	258	279	295	313	326	338	351	382	409
% Minority	11%	12%	12%	13%	14%	15%	16%	16%	18%	21%	21%
Male											
Black	39	35	35	38	40	39	39	43	48	45	48
Hispanic	13	14	16	16	16	15	20	18	24	26	27
Native American	2	3	4	5	5	5	5	5	5	5	6
Native Hawaiian/Pacific Islander									0	1	1
Asian	<u>77</u>	<u>79</u>	<u>82</u>	<u>86</u>	<u>94</u>	<u>99</u>	<u>108</u>	<u>112</u>	<u>121</u>	<u>129</u>	<u>135</u>
Total Minority	131	131	137	145	155	158	172	178	195	203	213
White and Not Indicated	<u>995</u>	<u>1,002</u>	<u>996</u>	<u>981</u>	<u>987</u>	<u>972</u>	<u>988</u>	<u>990</u>	<u>1,004</u>	<u>1,017</u>	<u>1,018</u>
Total Male	1,126	1,133	1,133	1,126	1,142	1,130	1,160	1,168	1,176	1,196	1,206
% Minority	12%	12%	12%	13%	14%	14%	15%	15%	17%	17%	18%
Total Professors											
Black	48	44	44	48	51	52	55	62	69	73	77
Hispanic	17	18	22	24	26	27	33	31	38	47	48
Native American	2	3	4	6	6	6	6	6	8	9	10
Native Hawaiian/Pacific Islander									0	2	2
Asian	<u>89</u>	<u>95</u>	<u>99</u>	<u>103</u>	<u>112</u>	<u>120</u>	<u>129</u>	<u>134</u>	<u>147</u>	<u>161</u>	<u>170</u>
Total Minority	156	160	169	181	195	205	223	233	257	285	299
White and Not Indicated	<u>1,203</u>	<u>1,218</u>	<u>1,222</u>	<u>1,224</u>	<u>1,242</u>	<u>1,238</u>	<u>1,263</u>	<u>1,273</u>	<u>1,305</u>	<u>1,332</u>	<u>1,355</u>
Total	1,359	1,378	1,391	1,405	1,437	1,443	1,486	1,506	1,527	1,578	1,615
% Minority	11%	12%	12%	13%	14%	14%	15%	15%	17%	18%	19%
% Female	17%	18%	19%	20%	21%	22%	22%	22%	23%	24%	25%
% Male	83%	82%	81%	80%	79%	78%	78%	78%	77%	76%	75%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: These counts exclude adjunct, clinical, and visiting titles.

*Prior to 2010, counts are based on what individuals considered their primary race/ethnicity. Beginning in Fall 2010, faculty no longer identify their primary race/ethnicity and are counted in each race category they indicated was applicable. The subtotal and total counts are unduplicated counts and beginning in 2010 the detail may add to more than the total.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Associate Professor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	24	26	31	32	32	31	29	25	27	20	16
Hispanic	11	13	15	13	11	10	10	12	17	13	16
Native American	2	2	2	1	2	2	3	3	4	4	4
Native Hawaiian/Pacific Islander									2	1	1
Asian	<u>20</u>	<u>22</u>	<u>23</u>	<u>23</u>	<u>32</u>	<u>29</u>	<u>32</u>	<u>39</u>	<u>42</u>	<u>42</u>	<u>44</u>
Total Minority	57	63	71	69	77	72	74	79	87	75	75
White and Not Indicated	<u>179</u>	<u>177</u>	<u>177</u>	<u>177</u>	<u>188</u>	<u>181</u>	<u>184</u>	<u>184</u>	<u>200</u>	<u>204</u>	<u>200</u>
Total Female	236	240	248	246	265	253	258	263	277	269	263
% Minority	24%	26%	29%	28%	29%	28%	29%	30%	31%	28%	29%
Male											
Black	21	21	17	16	20	21	19	18	22	24	26
Hispanic	11	14	12	16	17	19	18	22	24	26	24
Native American	3	2	1	1	1	1	1	1	4	6	6
Native Hawaiian/Pacific Islander									4	3	2
Asian	<u>48</u>	<u>51</u>	<u>53</u>	<u>57</u>	<u>64</u>	<u>64</u>	<u>71</u>	<u>74</u>	<u>77</u>	<u>81</u>	<u>88</u>
Total Minority	83	88	83	90	102	105	109	115	126	135	141
White and Not Indicated	<u>370</u>	<u>351</u>	<u>351</u>	<u>365</u>	<u>364</u>	<u>355</u>	<u>342</u>	<u>340</u>	<u>357</u>	<u>354</u>	<u>348</u>
Total Male	453	439	434	455	466	460	451	455	467	473	474
% Minority	18%	20%	19%	20%	22%	23%	24%	25%	27%	29%	30%
Total Associate Professors											
Black	45	47	48	48	52	52	48	43	49	44	42
Hispanic	22	27	27	29	28	29	28	34	41	39	40
Native American	5	4	3	2	3	3	4	4	8	10	10
Native Hawaiian/Pacific Islander									6	4	3
Asian	<u>68</u>	<u>73</u>	<u>76</u>	<u>80</u>	<u>96</u>	<u>93</u>	<u>103</u>	<u>113</u>	<u>119</u>	<u>123</u>	<u>132</u>
Total Minority	140	151	154	159	179	177	183	194	213	210	216
White and Not Indicated	<u>549</u>	<u>528</u>	<u>528</u>	<u>542</u>	<u>552</u>	<u>536</u>	<u>526</u>	<u>524</u>	<u>557</u>	<u>558</u>	<u>548</u>
Total	689	679	682	701	731	713	709	718	744	742	737
% Minority	20%	22%	23%	23%	24%	25%	26%	27%	29%	28%	29%
% Female	34%	35%	36%	35%	36%	35%	36%	37%	37%	36%	36%
% Male	66%	65%	64%	65%	64%	65%	64%	63%	63%	64%	64%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1. These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Assistant Professor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	29	29	25	24	24	16	14	13	14	13	14
Hispanic	14	13	12	17	14	10	10	10	11	14	12
Native American	2	1	1	1	1	1	1	1	1	2	3
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>36</u>	<u>49</u>	<u>52</u>	<u>54</u>	<u>49</u>	<u>48</u>	<u>45</u>	<u>44</u>	<u>43</u>	<u>46</u>	<u>48</u>
Total Minority	81	92	90	96	88	75	70	68	68	74	75
White and Not Indicated	<u>147</u>	<u>168</u>	<u>176</u>	<u>190</u>	<u>206</u>	<u>182</u>	<u>194</u>	<u>192</u>	<u>181</u>	<u>187</u>	<u>200</u>
Total Female	<u>228</u>	<u>260</u>	<u>266</u>	<u>286</u>	<u>294</u>	<u>257</u>	<u>264</u>	<u>260</u>	<u>241</u>	<u>251</u>	<u>267</u>
% Minority	36%	35%	34%	34%	30%	29%	27%	26%	28%	29%	28%
Male											
Black	22	21	20	21	19	19	22	18	20	23	20
Hispanic	21	22	24	19	19	18	17	16	18	18	19
Native American	5	7	7	5	6	4	2	2	1	1	1
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>85</u>	<u>99</u>	<u>93</u>	<u>98</u>	<u>100</u>	<u>96</u>	<u>91</u>	<u>103</u>	<u>106</u>	<u>115</u>	<u>114</u>
Total Minority	133	149	144	143	144	137	132	139	141	152	149
White and Not Indicated	<u>301</u>	<u>299</u>	<u>295</u>	<u>295</u>	<u>285</u>	<u>251</u>	<u>244</u>	<u>251</u>	<u>274</u>	<u>269</u>	<u>274</u>
Total Male	<u>434</u>	<u>448</u>	<u>439</u>	<u>438</u>	<u>429</u>	<u>388</u>	<u>376</u>	<u>390</u>	<u>403</u>	<u>408</u>	<u>409</u>
% Minority	31%	33%	33%	33%	34%	35%	35%	36%	35%	37%	36%
Total Assistant Professors											
Black	51	50	45	45	43	35	36	31	34	36	34
Hispanic	35	35	36	36	33	28	27	26	29	32	31
Native American	7	8	8	6	7	5	3	3	2	3	4
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>121</u>	<u>148</u>	<u>145</u>	<u>152</u>	<u>149</u>	<u>144</u>	<u>136</u>	<u>147</u>	<u>149</u>	<u>161</u>	<u>162</u>
Total Minority	214	241	234	239	232	212	202	207	209	226	224
White and Not Indicated	<u>448</u>	<u>467</u>	<u>471</u>	<u>485</u>	<u>491</u>	<u>433</u>	<u>438</u>	<u>443</u>	<u>455</u>	<u>456</u>	<u>474</u>
Total	<u>662</u>	<u>708</u>	<u>705</u>	<u>724</u>	<u>723</u>	<u>645</u>	<u>640</u>	<u>650</u>	<u>644</u>	<u>659</u>	<u>676</u>
% Minority	32%	34%	33%	33%	32%	33%	32%	32%	32%	34%	33%
% Female	34%	37%	38%	40%	41%	40%	41%	40%	37%	38%	39%
% Male	66%	63%	62%	60%	59%	60%	59%	60%	63%	62%	61%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1. These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Instructor

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	1	1	1	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian	$\frac{0}{1}$	$\frac{0}{1}$	$\frac{0}{1}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$
Total Minority	$\frac{1}{1}$	$\frac{1}{1}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$
White and Not Indicated	$\frac{2}{3}$	$\frac{2}{3}$	$\frac{2}{3}$	$\frac{2}{2}$	$\frac{4}{4}$	$\frac{1}{1}$	$\frac{1}{2}$	$\frac{3}{3}$	$\frac{3}{3}$	$\frac{2}{2}$	$\frac{1}{1}$
Total Female	$\frac{3}{3}$	$\frac{3}{3}$	$\frac{3}{3}$	$\frac{2}{2}$	$\frac{4}{4}$	$\frac{1}{1}$	$\frac{2}{2}$	$\frac{3}{3}$	$\frac{3}{3}$	$\frac{2}{2}$	$\frac{1}{1}$
% Minority	33%	33%	33%	0%	0%	0%	50%	0%	0%	0%	0%
Male											
Black	1	1	2	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	0
Native American	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian	$\frac{1}{2}$	$\frac{0}{1}$	$\frac{1}{3}$	$\frac{0}{1}$	$\frac{0}{1}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{1}$	$\frac{0}{1}$	$\frac{0}{0}$
Total Minority	$\frac{2}{2}$	$\frac{1}{1}$	$\frac{3}{3}$	$\frac{1}{1}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{1}{1}$	$\frac{0}{0}$
White and Not Indicated	$\frac{2}{4}$	$\frac{2}{3}$	$\frac{3}{6}$	$\frac{4}{5}$	$\frac{3}{4}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{3}{3}$	$\frac{3}{4}$	$\frac{1}{2}$	$\frac{0}{0}$
Total Male	$\frac{4}{4}$	$\frac{3}{3}$	$\frac{6}{6}$	$\frac{5}{5}$	$\frac{4}{4}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{3}{3}$	$\frac{4}{4}$	$\frac{2}{2}$	$\frac{0}{0}$
% Minority	50%	33%	50%	20%	25%	N/A	0%	0%	25%	50%	N/A
Total Instructors											
Black	2	2	3	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	1	1	0
Native American	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian	$\frac{1}{3}$	$\frac{0}{2}$	$\frac{1}{4}$	$\frac{0}{1}$	$\frac{0}{1}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{0}{1}$	$\frac{0}{1}$	$\frac{0}{0}$
Total Minority	$\frac{3}{3}$	$\frac{2}{2}$	$\frac{4}{4}$	$\frac{1}{1}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{0}{0}$	$\frac{1}{1}$	$\frac{1}{1}$	$\frac{0}{0}$
White and Not Indicated	$\frac{4}{7}$	$\frac{4}{6}$	$\frac{5}{9}$	$\frac{6}{7}$	$\frac{7}{8}$	$\frac{1}{1}$	$\frac{2}{3}$	$\frac{6}{6}$	$\frac{6}{7}$	$\frac{3}{4}$	$\frac{1}{1}$
Total	$\frac{7}{7}$	$\frac{6}{6}$	$\frac{9}{9}$	$\frac{7}{7}$	$\frac{8}{8}$	$\frac{1}{1}$	$\frac{3}{3}$	$\frac{6}{6}$	$\frac{7}{7}$	$\frac{4}{4}$	$\frac{1}{1}$
% Minority	43%	33%	44%	14%	13%	0%	33%	0%	14%	25%	0%
% Female	43%	50%	33%	29%	50%	100%	67%	50%	43%	50%	100%
% Male	57%	50%	67%	71%	50%	0%	33%	50%	57%	50%	0%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1. These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Total Tenured and Tenure-Track Faculty

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female											
Black	63	65	66	66	67	60	59	57	62	61	59
Hispanic	29	30	33	38	35	32	33	35	42	48	49
Native American	4	3	3	3	4	4	5	5	8	10	11
Native Hawaiian/Pacific Islander									2	2	2
Asian	<u>68</u>	<u>87</u>	<u>92</u>	<u>94</u>	<u>99</u>	<u>98</u>	<u>99</u>	<u>105</u>	<u>111</u>	<u>120</u>	<u>127</u>
Total Minority	164	185	194	201	205	194	196	202	217	231	236
White and Not Indicated	<u>536</u>	<u>563</u>	<u>581</u>	<u>612</u>	<u>653</u>	<u>630</u>	<u>654</u>	<u>662</u>	<u>685</u>	<u>708</u>	<u>738</u>
Total Female	700	748	775	813	858	824	850	864	872	904	940
% Minority	23%	25%	25%	25%	24%	24%	23%	23%	25%	26%	25%
Male											
Black	83	78	74	76	80	79	80	79	90	92	94
Hispanic	45	50	52	51	52	52	55	56	67	71	70
Native American	10	12	12	11	12	10	8	8	10	12	13
Native Hawaiian/Pacific Islander									4	4	3
Asian	<u>211</u>	<u>229</u>	<u>229</u>	<u>241</u>	<u>258</u>	<u>259</u>	<u>270</u>	<u>289</u>	<u>304</u>	<u>325</u>	<u>337</u>
Total Minority	349	369	367	379	402	400	413	432	463	491	503
White and Not Indicated	<u>1,668</u>	<u>1,654</u>	<u>1,645</u>	<u>1,645</u>	<u>1,639</u>	<u>1,578</u>	<u>1,575</u>	<u>1,584</u>	<u>1,638</u>	<u>1,641</u>	<u>1,640</u>
Total Male	2,017	2,023	2,012	2,024	2,041	1,978	1,988	2,016	2,050	2,079	2,089
% Minority	17%	18%	18%	19%	20%	20%	21%	21%	23%	24%	24%
Total Tenured and Tenure-Track Faculty											
Black	146	143	140	142	147	139	139	136	152	153	153
Hispanic	74	80	85	89	87	84	88	91	109	119	119
Native American	14	15	15	14	16	14	13	13	18	22	24
Native Hawaiian/Pacific Islander									6	6	5
Asian	<u>279</u>	<u>316</u>	<u>321</u>	<u>335</u>	<u>357</u>	<u>357</u>	<u>369</u>	<u>394</u>	<u>415</u>	<u>445</u>	<u>464</u>
Total Minority	513	554	561	580	607	594	609	634	680	722	739
White and Not Indicated	<u>2,204</u>	<u>2,217</u>	<u>2,226</u>	<u>2,257</u>	<u>2,292</u>	<u>2,208</u>	<u>2,229</u>	<u>2,246</u>	<u>2,323</u>	<u>2,349</u>	<u>2,378</u>
Total	2,717	2,771	2,787	2,837	2,899	2,802	2,838	2,880	2,922	2,983	3,029
% Minority	19%	20%	20%	20%	21%	21%	21%	22%	23%	24%	24%
% Female	26%	27%	28%	29%	30%	29%	30%	30%	30%	30%	31%
% Male	74%	73%	72%	71%	70%	71%	70%	70%	70%	70%	69%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1. These counts exclude adjunct, clinical, and visiting titles.

(1) Tenured and tenure-track faculty includes Professors, Associate Professors, Assistant Professors, and Instructors. Lecturers are not included in these counts.

(2) In 2007 new jobcodes were created to reclassify some faculty from tenure-track to not on track.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Regular Instructional Not on Track (All Ranks)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black						2	2	2	2	2	2
Hispanic						0	1	1	2	0	0
Native American						1	0	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian						<u>5</u>	<u>6</u>	<u>5</u>	<u>6</u>	<u>3</u>	<u>3</u>
Total Minority						8	9	8	10	5	5
White and Not Indicated						<u>30</u>	<u>29</u>	<u>27</u>	<u>24</u>	<u>17</u>	<u>12</u>
Total Female						38	38	35	34	22	17
% Minority						21%	24%	23%	29%	23%	29%
Male											
Black						2	2	2	3	3	2
Hispanic						1	3	3	4	2	3
Native American						2	1	1	1	1	1
Native Hawaiian/Pacific Islander									0	0	0
Asian						<u>14</u>	<u>17</u>	<u>19</u>	<u>18</u>	<u>13</u>	<u>11</u>
Total Minority						19	23	25	24	17	15
White and Not Indicated						<u>52</u>	<u>56</u>	<u>50</u>	<u>49</u>	<u>50</u>	<u>49</u>
Total Male						71	79	75	72	66	64
% Minority						27%	29%	33%	33%	26%	23%
Total Regular Instructional Not on Track											
Black						4	4	4	5	5	4
Hispanic						1	4	4	6	2	3
Native American						3	1	1	1	1	1
Native Hawaiian/Pacific Islander									0	0	0
Asian						<u>19</u>	<u>23</u>	<u>24</u>	<u>24</u>	<u>16</u>	<u>14</u>
Total Minority						27	32	33	34	22	20
White and Not Indicated						<u>82</u>	<u>85</u>	<u>77</u>	<u>73</u>	<u>67</u>	<u>61</u>
Total						109	117	110	106	88	81
% Minority						25%	27%	30%	32%	25%	25%
% Female						35%	32%	32%	32%	25%	21%
% Male						65%	68%	68%	68%	75%	79%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

(1) Regular instructional not on track includes Professors, Associate Professors, Assistant Professors, and Instructors not on the tenure track. Lecturers are not included.

(2) These counts exclude adjunct, clinical, and visiting titles. (3) In 2007 new jobcodes were created to reclassify some faculty from tenure-track to not on track.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Lecturer

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	11	15	14	16	13	14	15	14	15	12	12
Hispanic	30	29	22	22	26	28	29	26	27	25	30
Native American	2	2	2	3	2	2	1	0	4	5	6
Native Hawaiian/Pacific Islander									2	2	1
Asian	<u>47</u>	<u>49</u>	<u>36</u>	<u>38</u>	<u>41</u>	<u>44</u>	<u>39</u>	<u>53</u>	<u>50</u>	<u>42</u>	<u>42</u>
Total Minority	90	95	74	79	82	88	84	93	95	83	87
White and Not Indicated	<u>332</u>	<u>334</u>	<u>308</u>	<u>366</u>	<u>359</u>	<u>356</u>	<u>362</u>	<u>387</u>	<u>397</u>	<u>380</u>	<u>396</u>
Total Female	422	429	382	445	441	444	446	480	471	443	459
% Minority	21%	22%	19%	18%	19%	20%	19%	19%	20%	19%	19%
Male											
Black	12	10	7	9	13	14	13	16	18	17	20
Hispanic	11	11	12	21	15	13	13	12	13	14	16
Native American	2	4	3	2	3	2	2	2	5	6	5
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>47</u>	<u>44</u>	<u>21</u>	<u>22</u>	<u>21</u>	<u>18</u>	<u>24</u>	<u>24</u>	<u>28</u>	<u>27</u>	<u>25</u>
Total Minority	72	69	43	54	52	47	52	54	60	60	62
White and Not Indicated	<u>223</u>	<u>226</u>	<u>195</u>	<u>262</u>	<u>263</u>	<u>270</u>	<u>296</u>	<u>302</u>	<u>304</u>	<u>309</u>	<u>311</u>
Total Male	295	295	238	316	315	317	348	356	356	363	364
% Minority	24%	23%	18%	17%	17%	15%	15%	15%	17%	17%	17%
Total Lecturers											
Black	23	25	21	25	26	28	28	30	33	29	32
Hispanic	41	40	34	43	41	41	42	38	40	39	46
Native American	4	6	5	5	5	4	3	2	9	11	11
Native Hawaiian/Pacific Islander									2	2	1
Asian	<u>94</u>	<u>93</u>	<u>57</u>	<u>60</u>	<u>62</u>	<u>62</u>	<u>63</u>	<u>77</u>	<u>78</u>	<u>69</u>	<u>67</u>
Total Minority	162	164	117	133	134	135	136	147	155	143	149
White and Not Indicated	<u>555</u>	<u>560</u>	<u>503</u>	<u>628</u>	<u>622</u>	<u>626</u>	<u>658</u>	<u>689</u>	<u>701</u>	<u>689</u>	<u>707</u>
Total	717	724	620	761	756	761	794	836	827	806	823
% Minority	23%	23%	19%	17%	18%	18%	17%	18%	19%	18%	18%
% Female	59%	59%	62%	58%	58%	58%	56%	57%	57%	55%	56%
% Male	41%	41%	38%	42%	42%	42%	44%	43%	43%	45%	44%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

These counts exclude adjunct, clinical, and visiting titles. The rank "Lecturer" includes those lecturers covered by a union contract.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY
(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Total Regular Instructional Faculty (Tenured, Tenure-Track, Regular Not on Track, and Lecturers)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	74	80	80	82	80	76	76	73	79	75	73
Hispanic	59	59	55	60	61	60	63	62	71	73	79
Native American	6	5	5	6	6	7	6	5	12	15	17
Native Hawaiian/Pacific Islander									4	4	3
Asian	<u>115</u>	<u>136</u>	<u>128</u>	<u>132</u>	<u>140</u>	<u>147</u>	<u>144</u>	<u>163</u>	<u>167</u>	<u>165</u>	<u>172</u>
Total Minority	254	280	268	280	287	290	289	303	322	319	328
White and Not Indicated	<u>868</u>	<u>897</u>	<u>889</u>	<u>978</u>	<u>1,012</u>	<u>1,016</u>	<u>1,045</u>	<u>1,076</u>	<u>1,106</u>	<u>1,105</u>	<u>1,146</u>
Total Female	1,122	1,177	1,157	1,258	1,299	1,306	1,334	1,379	1,377	1,369	1,416
% Minority	23%	24%	23%	22%	22%	22%	22%	22%	23%	23%	23%
Male											
Black	95	88	81	85	93	95	95	97	111	112	116
Hispanic	56	61	64	72	67	66	71	71	84	87	89
Native American	12	16	15	13	15	14	11	11	16	19	19
Native Hawaiian/Pacific Islander									4	4	3
Asian	<u>258</u>	<u>273</u>	<u>250</u>	<u>263</u>	<u>279</u>	<u>291</u>	<u>311</u>	<u>332</u>	<u>350</u>	<u>365</u>	<u>373</u>
Total Minority	421	438	410	433	454	466	488	511	547	568	580
White and Not Indicated	<u>1,891</u>	<u>1,880</u>	<u>1,840</u>	<u>1,907</u>	<u>1,902</u>	<u>1,900</u>	<u>1,927</u>	<u>1,936</u>	<u>1,991</u>	<u>2,000</u>	<u>2,000</u>
Total Male	2,312	2,318	2,250	2,340	2,356	2,366	2,415	2,447	2,478	2,508	2,517
% Minority	18%	19%	18%	19%	19%	20%	20%	21%	22%	23%	23%
Total Regular Instructional Faculty											
Black	169	168	161	167	173	171	171	170	190	187	189
Hispanic	115	120	119	132	128	126	134	133	155	160	168
Native American	18	21	20	19	21	21	17	16	28	34	36
Native Hawaiian/Pacific Islander									8	8	6
Asian	<u>373</u>	<u>409</u>	<u>378</u>	<u>395</u>	<u>419</u>	<u>438</u>	<u>455</u>	<u>495</u>	<u>517</u>	<u>530</u>	<u>545</u>
Total Minority	675	718	678	713	741	756	777	814	869	887	908
White and Not Indicated	<u>2,759</u>	<u>2,777</u>	<u>2,729</u>	<u>2,885</u>	<u>2,914</u>	<u>2,916</u>	<u>2,972</u>	<u>3,012</u>	<u>3,097</u>	<u>3,105</u>	<u>3,146</u>
Total	3,434	3,495	3,407	3,598	3,655	3,672	3,749	3,826	3,855	3,877	3,933
% Minority	20%	21%	20%	20%	20%	21%	21%	21%	23%	23%	23%
% Female	33%	34%	34%	35%	36%	36%	36%	36%	36%	35%	36%
% Male	67%	66%	66%	65%	64%	64%	64%	64%	64%	65%	64%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report. These counts exclude adjunct, clinical, and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Regular Clinical Instructional (All Ranks)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	13	13	19	23	25	27	28	30	32	30	39
Hispanic	8	12	15	15	18	19	21	18	21	22	30
Native American	0	0	1	2	2	2	2	3	5	5	6
Native Hawaiian/Pacific Islander									1	1	1
Asian	<u>28</u>	<u>41</u>	<u>73</u>	<u>79</u>	<u>88</u>	<u>98</u>	<u>97</u>	<u>112</u>	<u>131</u>	<u>151</u>	<u>152</u>
Total Minority	49	66	108	119	133	146	148	163	186	205	223
White and Not Indicated	<u>217</u>	<u>248</u>	<u>307</u>	<u>340</u>	<u>359</u>	<u>413</u>	<u>435</u>	<u>464</u>	<u>508</u>	<u>572</u>	<u>596</u>
Total Female	266	314	415	459	492	559	583	627	665	745	782
% Minority	18%	21%	26%	26%	27%	26%	25%	26%	28%	28%	29%
Male											
Black	9	9	15	13	17	15	17	16	18	21	26
Hispanic	9	12	13	16	12	11	14	13	18	21	20
Native American	3	2	5	5	5	5	6	7	3	4	4
Native Hawaiian/Pacific Islander									2	2	1
Asian	<u>37</u>	<u>51</u>	<u>77</u>	<u>93</u>	<u>97</u>	<u>110</u>	<u>121</u>	<u>113</u>	<u>124</u>	<u>122</u>	<u>129</u>
Total Minority	58	74	110	127	131	141	158	149	164	168	177
White and Not Indicated	<u>278</u>	<u>313</u>	<u>394</u>	<u>396</u>	<u>415</u>	<u>451</u>	<u>470</u>	<u>489</u>	<u>498</u>	<u>526</u>	<u>561</u>
Total Male	336	387	504	523	546	592	628	638	650	680	725
% Minority	17%	19%	22%	24%	24%	24%	25%	23%	25%	25%	24%
Total Regular Clinical Instructional											
Black	22	22	34	36	42	42	45	46	50	51	65
Hispanic	17	24	28	31	30	30	35	31	39	43	50
Native American	3	2	6	7	7	7	8	10	8	9	10
Native Hawaiian/Pacific Islander									3	3	2
Asian	<u>65</u>	<u>92</u>	<u>150</u>	<u>172</u>	<u>185</u>	<u>208</u>	<u>218</u>	<u>225</u>	<u>255</u>	<u>273</u>	<u>281</u>
Total Minority	107	140	218	246	264	287	306	312	350	373	400
White and Not Indicated	<u>495</u>	<u>561</u>	<u>701</u>	<u>736</u>	<u>774</u>	<u>864</u>	<u>905</u>	<u>953</u>	<u>1,006</u>	<u>1,098</u>	<u>1,157</u>
Total	602	701	919	982	1,038	1,151	1,211	1,265	1,315	1,425	1,507
% Minority	18%	20%	24%	25%	25%	25%	25%	25%	27%	26%	27%
% Female	44%	45%	45%	47%	47%	49%	48%	50%	51%	52%	52%
% Male	56%	55%	55%	53%	53%	51%	52%	50%	49%	48%	48%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

(1) Regular Clinical Instructional faculty includes Clinical Professors, Clinical Associate Professors, Clinical Assistant Professors, Clinical Instructors, and beginning with 2003 data, Clinical Lecturers. (2) These counts exclude adjunct and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Total Regular and Regular Clinical Instructional Faculty (Tenured, Tenure-Track, Regular Not on Track, Lecturers, and Regular Clinical)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	87	93	99	105	105	103	104	103	111	105	112
Hispanic	67	71	70	75	79	79	84	80	92	95	109
Native American	6	5	6	8	8	9	8	8	17	20	23
Native Hawaiian/Pacific Islander									5	5	4
Asian	<u>143</u>	<u>177</u>	<u>201</u>	<u>211</u>	<u>228</u>	<u>245</u>	<u>241</u>	<u>275</u>	<u>298</u>	<u>316</u>	<u>324</u>
Total Minority	303	346	376	399	420	436	437	466	508	524	551
White and Not Indicated	<u>1,085</u>	<u>1,145</u>	<u>1,196</u>	<u>1,318</u>	<u>1,371</u>	<u>1,429</u>	<u>1,480</u>	<u>1,540</u>	<u>1,614</u>	<u>1,677</u>	<u>1,742</u>
Total Female	<u>1,388</u>	<u>1,491</u>	<u>1,572</u>	<u>1,717</u>	<u>1,791</u>	<u>1,865</u>	<u>1,917</u>	<u>2,006</u>	<u>2,042</u>	<u>2,114</u>	<u>2,198</u>
% Minority	22%	23%	24%	23%	23%	23%	23%	23%	25%	25%	25%
Male											
Black	104	97	96	98	110	110	112	113	129	133	142
Hispanic	65	73	77	88	79	77	85	84	102	108	109
Native American	15	18	20	18	20	19	17	18	19	23	23
Native Hawaiian/Pacific Islander									6	6	4
Asian	<u>295</u>	<u>324</u>	<u>327</u>	<u>356</u>	<u>376</u>	<u>401</u>	<u>432</u>	<u>445</u>	<u>474</u>	<u>487</u>	<u>502</u>
Total Minority	479	512	520	560	585	607	646	660	711	736	757
White and Not Indicated	<u>2,169</u>	<u>2,193</u>	<u>2,234</u>	<u>2,303</u>	<u>2,317</u>	<u>2,351</u>	<u>2,397</u>	<u>2,425</u>	<u>2,489</u>	<u>2,526</u>	<u>2,561</u>
Total Male	<u>2,648</u>	<u>2,705</u>	<u>2,754</u>	<u>2,863</u>	<u>2,902</u>	<u>2,958</u>	<u>3,043</u>	<u>3,085</u>	<u>3,128</u>	<u>3,188</u>	<u>3,242</u>
% Minority	18%	19%	19%	20%	20%	21%	21%	21%	23%	23%	23%
Total Regular and Regular Clinical Instructional											
Black	191	190	195	203	215	213	216	216	240	238	254
Hispanic	132	144	147	163	158	156	169	164	194	203	218
Native American	21	23	26	26	28	28	25	26	36	43	46
Native Hawaiian/Pacific Islander									11	11	8
Asian	<u>438</u>	<u>501</u>	<u>528</u>	<u>567</u>	<u>604</u>	<u>646</u>	<u>673</u>	<u>720</u>	<u>772</u>	<u>803</u>	<u>826</u>
Total Minority	782	858	896	959	1,005	1,043	1,083	1,126	1,219	1,260	1,308
White and Not Indicated	<u>3,254</u>	<u>3,338</u>	<u>3,430</u>	<u>3,621</u>	<u>3,688</u>	<u>3,780</u>	<u>3,877</u>	<u>3,965</u>	<u>4,103</u>	<u>4,203</u>	<u>4,303</u>
Total	<u>4,036</u>	<u>4,196</u>	<u>4,326</u>	<u>4,580</u>	<u>4,693</u>	<u>4,823</u>	<u>4,960</u>	<u>5,091</u>	<u>5,170</u>	<u>5,302</u>	<u>5,440</u>
% Minority	19%	20%	21%	21%	21%	22%	22%	22%	24%	24%	24%
% Female	34%	36%	36%	37%	38%	39%	39%	39%	39%	40%	40%
% Male	66%	64%	64%	63%	62%	61%	61%	61%	61%	60%	60%

Source: Regular Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report. These counts exclude adjunct and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Supplemental Instructional Faculty (Adjunct and Visiting)

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female											
Black	7	15	7	6	5	3	3	4	2	4	4
Hispanic	8	11	9	10	8	7	6	6	5	4	5
Native American	0	1	0	0	0	0	0	0	1	1	1
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>11</u>	<u>15</u>	<u>17</u>	<u>6</u>	<u>18</u>	<u>12</u>	<u>13</u>	<u>13</u>	<u>18</u>	<u>14</u>	<u>13</u>
Total Minority	26	42	33	22	31	22	22	23	26	23	22
White and Not Indicated	<u>159</u>	<u>147</u>	<u>120</u>	<u>48</u>	<u>48</u>	<u>58</u>	<u>57</u>	<u>58</u>	<u>62</u>	<u>65</u>	<u>70</u>
Total Female	185	189	153	70	79	80	79	81	86	85	89
% Minority	14%	22%	22%	31%	39%	28%	28%	28%	30%	27%	25%
Male											
Black	9	11	9	7	3	4	4	2	2	5	3
Hispanic	5	7	8	1	3	2	2	2	1	1	4
Native American	0	1	1	1	1	1	1	2	1	1	1
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>28</u>	<u>19</u>	<u>15</u>	<u>17</u>	<u>21</u>	<u>21</u>	<u>17</u>	<u>16</u>	<u>9</u>	<u>5</u>	<u>11</u>
Total Minority	42	38	33	26	28	28	24	22	13	12	19
White and Not Indicated	<u>253</u>	<u>247</u>	<u>203</u>	<u>138</u>	<u>125</u>	<u>123</u>	<u>120</u>	<u>113</u>	<u>98</u>	<u>99</u>	<u>99</u>
Total Male	295	285	236	164	153	151	144	135	111	110	115
% Minority	14%	13%	14%	16%	18%	19%	17%	16%	12%	11%	17%
Total Supplemental Instructional											
Black	16	26	16	13	8	7	7	6	4	9	7
Hispanic	13	18	17	11	11	9	8	8	6	5	9
Native American	0	2	1	1	1	1	1	2	2	2	2
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>39</u>	<u>34</u>	<u>32</u>	<u>23</u>	<u>39</u>	<u>33</u>	<u>30</u>	<u>29</u>	<u>27</u>	<u>19</u>	<u>24</u>
Total Minority	68	80	66	48	59	50	46	45	39	35	41
White and Not Indicated	<u>412</u>	<u>394</u>	<u>323</u>	<u>186</u>	<u>173</u>	<u>181</u>	<u>177</u>	<u>171</u>	<u>160</u>	<u>164</u>	<u>169</u>
Total	480	474	389	234	232	231	223	216	197	195	204
% Minority	14%	17%	17%	21%	25%	22%	21%	21%	20%	18%	20%
% Female	39%	40%	39%	30%	34%	35%	35%	38%	44%	44%	44%
% Male	61%	60%	61%	70%	66%	65%	65%	63%	56%	56%	56%

Source: Supplemental Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

The rank "Supplemental Instructional Faculty" includes Adjunct faculty covered by a union contract.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Total Regular, Regular Clinical, and Supplemental Instructional Faculty

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	94	108	106	111	110	106	107	107	113	109	116
Hispanic	75	82	79	85	87	86	90	86	97	99	114
Native American	6	6	6	8	8	9	8	8	18	21	24
Native Hawaiian/Pacific Islander									5	5	4
Asian	<u>154</u>	<u>192</u>	<u>218</u>	<u>217</u>	<u>246</u>	<u>257</u>	<u>254</u>	<u>288</u>	<u>316</u>	<u>330</u>	<u>337</u>
Total Minority	329	388	409	421	451	458	459	489	534	547	573
White and Not Indicated	<u>1,244</u>	<u>1,292</u>	<u>1,316</u>	<u>1,366</u>	<u>1,419</u>	<u>1,487</u>	<u>1,537</u>	<u>1,598</u>	<u>1,676</u>	<u>1,742</u>	<u>1,812</u>
Total Female	1,573	1,680	1,725	1,787	1,870	1,945	1,996	2,087	2,128	2,199	2,287
% Minority	21%	23%	24%	24%	24%	24%	23%	23%	25%	25%	25%
Male											
Black	113	108	105	105	113	114	116	115	131	138	145
Hispanic	70	80	85	89	82	79	87	86	103	109	113
Native American	15	19	21	19	21	20	18	20	20	24	24
Native Hawaiian/Pacific Islander									6	6	4
Asian	<u>323</u>	<u>343</u>	<u>342</u>	<u>373</u>	<u>397</u>	<u>422</u>	<u>449</u>	<u>461</u>	<u>483</u>	<u>492</u>	<u>513</u>
Total Minority	521	550	553	586	613	635	670	682	724	748	776
White and Not Indicated	<u>2,422</u>	<u>2,440</u>	<u>2,437</u>	<u>2,441</u>	<u>2,442</u>	<u>2,474</u>	<u>2,517</u>	<u>2,538</u>	<u>2,587</u>	<u>2,625</u>	<u>2,660</u>
Total Male	2,943	2,990	2,990	3,027	3,055	3,109	3,187	3,220	3,239	3,298	3,357
% Minority	18%	18%	18%	19%	20%	20%	21%	21%	22%	23%	23%
Total Regular, Regular Clinical, and Supplemental Instructional											
Black	207	216	211	216	223	220	223	222	244	247	261
Hispanic	145	162	164	174	169	165	177	172	200	208	227
Native American	21	25	27	27	29	29	26	28	38	45	48
Native Hawaiian/Pacific Islander									11	11	8
Asian	<u>477</u>	<u>535</u>	<u>560</u>	<u>590</u>	<u>643</u>	<u>679</u>	<u>703</u>	<u>749</u>	<u>799</u>	<u>822</u>	<u>850</u>
Total Minority	850	938	962	1,007	1,064	1,093	1,129	1,171	1,258	1,295	1,349
White and Not Indicated	<u>3,666</u>	<u>3,732</u>	<u>3,753</u>	<u>3,807</u>	<u>3,861</u>	<u>3,961</u>	<u>4,054</u>	<u>4,136</u>	<u>4,263</u>	<u>4,367</u>	<u>4,472</u>
Total	4,516	4,670	4,715	4,814	4,925	5,054	5,183	5,307	5,367	5,497	5,644
% Minority	19%	20%	20%	21%	22%	22%	22%	22%	23%	24%	24%
% Female	35%	36%	37%	37%	38%	38%	39%	39%	40%	40%	41%
% Male	65%	64%	63%	63%	62%	62%	61%	61%	60%	60%	59%

Sources: Regular Instructional Staff Counts and Supplemental Instructional Staff Counts. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Primary Faculty

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female											
Black	6	4	6	5	8	9	7	9	11	10	10
Hispanic	7	4	7	9	9	9	8	10	12	12	16
Native American	1	1	1	0	0	0	0	0	1	1	1
Native Hawaiian/Pacific Islander									3	2	1
Asian	<u>44</u>	<u>52</u>	<u>55</u>	<u>62</u>	<u>74</u>	<u>79</u>	<u>83</u>	<u>86</u>	<u>89</u>	<u>87</u>	<u>101</u>
Total Minority	58	61	69	76	91	97	98	105	113	110	127
White and Not Indicated	<u>238</u>	<u>237</u>	<u>235</u>	<u>252</u>	<u>253</u>	<u>250</u>	<u>245</u>	<u>256</u>	<u>289</u>	<u>292</u>	<u>302</u>
Total Female	296	298	304	328	344	347	343	361	386	387	412
% Minority	20%	20%	23%	23%	26%	28%	29%	29%	29%	28%	31%
Male											
Black	6	6	6	7	7	8	7	6	8	7	8
Hispanic	15	11	10	12	13	14	16	16	21	21	19
Native American	0	0	0	0	0	0	0	1	6	4	4
Native Hawaiian/Pacific Islander									1	1	1
Asian	<u>77</u>	<u>84</u>	<u>107</u>	<u>118</u>	<u>128</u>	<u>135</u>	<u>133</u>	<u>142</u>	<u>144</u>	<u>162</u>	<u>180</u>
Total Minority	98	101	123	137	148	157	156	165	176	192	209
White and Not Indicated	<u>271</u>	<u>262</u>	<u>254</u>	<u>254</u>	<u>277</u>	<u>280</u>	<u>269</u>	<u>292</u>	<u>311</u>	<u>309</u>	<u>314</u>
Total Male	369	363	377	391	425	437	425	457	465	481	505
% Minority	27%	28%	33%	35%	35%	36%	37%	36%	38%	40%	41%
Total Primary											
Black	12	10	12	12	15	17	14	15	19	17	18
Hispanic	22	15	17	21	22	23	24	26	33	33	35
Native American	1	1	1	0	0	0	0	1	7	5	5
Native Hawaiian/Pacific Islander									4	3	2
Asian	<u>121</u>	<u>136</u>	<u>162</u>	<u>180</u>	<u>202</u>	<u>214</u>	<u>216</u>	<u>228</u>	<u>233</u>	<u>249</u>	<u>281</u>
Total Minority	156	162	192	213	239	254	254	270	289	302	336
White and Not Indicated	<u>509</u>	<u>499</u>	<u>489</u>	<u>506</u>	<u>530</u>	<u>530</u>	<u>514</u>	<u>548</u>	<u>600</u>	<u>601</u>	<u>616</u>
Total	665	661	681	719	769	784	768	818	851	868	917
% Minority	23%	25%	28%	30%	31%	32%	33%	33%	34%	35%	37%
% Female	45%	45%	45%	46%	45%	44%	45%	44%	45%	45%	45%
% Male	55%	55%	55%	54%	55%	56%	55%	56%	55%	55%	55%

Sources: Faculty and Staff Counts, Office of Budget and Planning and Human Resource Snapshot data set. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

Primary faculty includes all titles in the research professor and research scientist tracks and all ranks of librarians, curators, and archivists. These counts exclude adjunct and visiting titles.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

Supplemental Primary Faculty (Adjunct and Visiting)

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female											
Black	1	1	0	0	1	0	0	0	0	0	0
Hispanic	0	0	0	1	1	0	0	0	0	0	0
Native American	0	0	0	0	0	0	1	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>7</u>	<u>4</u>	<u>5</u>	<u>5</u>	<u>2</u>	<u>7</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>6</u>	<u>4</u>
Total Minority	8	5	5	6	4	7	12	10	9	6	4
White and Not Indicated	<u>10</u>	<u>9</u>	<u>10</u>	<u>13</u>	<u>9</u>	<u>8</u>	<u>13</u>	<u>9</u>	<u>4</u>	<u>4</u>	<u>11</u>
Total Female	18	14	15	19	13	15	25	19	13	10	15
% Minority	44%	36%	33%	32%	31%	47%	48%	53%	69%	60%	27%
Male											
Black	1	1	1	0	0	0	0	2	1	0	0
Hispanic	2	1	0	3	1	2	1	2	1	1	4
Native American	0	1	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>18</u>	<u>14</u>	<u>12</u>	<u>14</u>	<u>17</u>	<u>21</u>	<u>17</u>	<u>15</u>	<u>18</u>	<u>16</u>	<u>17</u>
Total Minority	21	17	13	17	18	23	18	19	20	17	21
White and Not Indicated	<u>28</u>	<u>26</u>	<u>31</u>	<u>29</u>	<u>24</u>	<u>23</u>	<u>24</u>	<u>17</u>	<u>25</u>	<u>27</u>	<u>21</u>
Total Male	49	43	44	46	42	46	42	36	44	44	39
% Minority	43%	40%	30%	37%	43%	50%	43%	53%	45%	39%	54%
Total Supplemental Primary											
Black	2	2	1	0	1	0	0	2	1	0	0
Hispanic	2	1	0	4	2	2	1	2	1	1	4
Native American	0	1	0	0	0	0	1	0	0	0	0
Native Hawaiian/Pacific Islander									0	0	0
Asian	<u>25</u>	<u>18</u>	<u>17</u>	<u>19</u>	<u>19</u>	<u>28</u>	<u>28</u>	<u>25</u>	<u>27</u>	<u>22</u>	<u>21</u>
Total Minority	29	22	18	23	22	30	30	29	29	23	25
White and Not Indicated	<u>38</u>	<u>35</u>	<u>41</u>	<u>42</u>	<u>33</u>	<u>31</u>	<u>37</u>	<u>26</u>	<u>29</u>	<u>31</u>	<u>32</u>
Total	67	57	59	65	55	61	67	55	57	54	54
% Minority	43%	39%	31%	35%	40%	49%	45%	53%	51%	43%	46%
% Female	27%	25%	25%	29%	24%	25%	37%	35%	23%	19%	28%
% Male	73%	75%	75%	71%	76%	75%	63%	65%	77%	81%	72%

Sources: Faculty and Staff Counts, Office of Budget and Planning and Human Resource Snapshot data set. Data as of November 1.

Notes: *See definition of maximum race/ethnicity counts on page 1 of this report.

UNIVERSITY OF MICHIGAN - ANN ARBOR

FACULTY HEADCOUNT BY RANK, GENDER, AND RACE/ETHNICITY

(Using Maximum Counts for Race/Ethnicity Beginning in 2010)*

TOTAL FACULTY

(Regular, Regular Clinical, Supplemental Instructional, Primary and Supplemental Primary)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Female											
Black	101	113	112	116	119	115	114	116	124	119	126
Hispanic	82	86	86	95	97	95	98	96	109	111	130
Native American	7	7	7	8	8	9	9	8	19	22	25
Native Hawaiian/Pacific Islander									8	7	5
Asian	<u>205</u>	<u>248</u>	<u>278</u>	<u>284</u>	<u>322</u>	<u>343</u>	<u>348</u>	<u>384</u>	<u>414</u>	<u>423</u>	<u>442</u>
Total Minority	395	454	483	503	546	562	569	604	656	663	704
White and Not Indicated	<u>1,492</u>	<u>1,538</u>	<u>1,561</u>	<u>1,631</u>	<u>1,681</u>	<u>1,745</u>	<u>1,795</u>	<u>1,863</u>	<u>1,969</u>	<u>2,038</u>	<u>2,125</u>
Total Female	1,887	1,992	2,044	2,134	2,227	2,307	2,364	2,467	2,527	2,596	2,714
% Minority	21%	23%	24%	24%	25%	24%	24%	24%	26%	26%	26%
Male											
Black	120	115	112	112	120	122	123	123	140	145	153
Hispanic	87	92	95	104	96	95	104	104	125	131	136
Native American	15	20	21	19	21	20	18	21	26	28	28
Native Hawaiian/Pacific Islander									7	7	5
Asian	<u>418</u>	<u>441</u>	<u>461</u>	<u>505</u>	<u>542</u>	<u>578</u>	<u>599</u>	<u>618</u>	<u>645</u>	<u>670</u>	<u>710</u>
Total Minority	640	668	689	740	779	815	844	866	920	957	1,006
White and Not Indicated	<u>2,721</u>	<u>2,728</u>	<u>2,722</u>	<u>2,724</u>	<u>2,743</u>	<u>2,777</u>	<u>2,810</u>	<u>2,847</u>	<u>2,923</u>	<u>2,961</u>	<u>2,995</u>
Total Male	3,361	3,396	3,411	3,464	3,522	3,592	3,654	3,713	3,748	3,823	3,901
% Minority	19%	20%	20%	21%	22%	23%	23%	23%	25%	25%	26%
Total All Faculty											
Black	221	228	224	228	239	237	237	239	264	264	279
Hispanic	169	178	181	199	193	190	202	200	234	242	266
Native American	22	27	28	27	29	29	27	29	45	50	53
Native Hawaiian/Pacific Islander									15	14	10
Asian	<u>623</u>	<u>689</u>	<u>739</u>	<u>789</u>	<u>864</u>	<u>921</u>	<u>947</u>	<u>1,002</u>	<u>1,059</u>	<u>1,093</u>	<u>1,152</u>
Total Minority	1,035	1,122	1,172	1,243	1,325	1,377	1,413	1,470	1,576	1,620	1,710
White and Not Indicated	<u>4,213</u>	<u>4,266</u>	<u>4,283</u>	<u>4,355</u>	<u>4,424</u>	<u>4,522</u>	<u>4,605</u>	<u>4,710</u>	<u>4,892</u>	<u>4,999</u>	<u>5,120</u>
Total	5,248	5,388	5,455	5,598	5,749	5,899	6,018	6,180	6,275	6,419	6,615
% Minority	20%	21%	21%	22%	23%	23%	23%	24%	25%	25%	26%
% Female	36%	37%	37%	38%	39%	39%	39%	40%	40%	40%	41%
% Male	64%	63%	63%	62%	61%	61%	61%	60%	60%	60%	59%

Sources: Regular Instructional Staff Counts, Supplemental Instructional Staff Counts, and Faculty and Staff Counts. Data as of November 1.

Notes:

*Prior to 2010, counts are based on what individuals considered their primary race/ethnicity. Beginning in Fall 2010, faculty no longer identify their primary race/ethnicity and are counted in each race category they indicated was applicable. The subtotal and total counts are unduplicated counts, and beginning in 2010, the detail may add to more than the total.