

**The University of Arizona  
Diversity Profile of Employees  
10-Year Trend of Headcounts by Gender and by Race/Ethnicity**

<b>Fact Book Group</b>	<b>Fall</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
<b>Administrators</b>		<b>164</b>	<b>155</b>	<b>166</b>	<b>170</b>	<b>166</b>	<b>164</b>	<b>153</b>	<b>153</b>	<b>163</b>	<b>169</b>	<b>164</b>
Female		66	67	66	68	76	75	66	68	70	71	75
Male		98	88	100	102	90	89	87	85	93	98	89
% Female		40%	43%	40%	40%	46%	46%	43%	44%	43%	42%	46%
American Indian/Alaskan Native		1	1	1	0	1	2	2	2	2	2	1
Asian/Pacific Islander		5	3	5	7	7	8	6	5	5	6	6
Black, non-Hispanic		5	6	6	6	6	7	7	7	6	6	6
Hispanic		12	11	12	11	10	11	14	13	12	15	13
White, non-Hispanic		140	133	142	145	139	131	120	121	131	134	133
Non-Resident Alien		0	0	0	0	0	0	0	0	0	0	0
% American Indian/Alaskan Native		1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		3%	2%	3%	4%	4%	5%	4%	3%	3%	4%	4%
% Black, non-Hispanic		3%	4%	4%	4%	4%	4%	5%	5%	4%	4%	4%
% Hispanic		<u>7%</u>	<u>7%</u>	<u>7%</u>	<u>7%</u>	<u>6%</u>	<u>7%</u>	<u>9%</u>	<u>9%</u>	<u>8%</u>	<u>9%</u>	<u>8%</u>
% Minority		14%	14%	14%	14%	15%	18%	19%	18%	16%	18%	16%
% White, non-Hispanic		86%	86%	86%	86%	85%	82%	81%	82%	84%	82%	84%
% Non-Resident Alien		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unknown Race/Ethnicity <sup>3</sup>		1	1	0	1	3	5	4	5	7	6	5

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<b>Regular Faculty</b>		<b>1,627</b>	<b>1,630</b>	<b>1,624</b>	<b>1,645</b>	<b>1,642</b>	<b>1,652</b>	<b>1,656</b>	<b>1,663</b>	<b>1,704</b>	<b>1,705</b>	<b>1,711</b>
Female		435	438	446	463	469	493	493	504	522	533	554
Male		1,192	1,192	1,178	1,182	1,173	1,159	1,163	1,159	1,182	1,172	1,157
% Female		27%	27%	27%	28%	29%	30%	30%	30%	31%	31%	32%
American Indian/Alaskan Native		16	15	15	15	15	17	19	18	20	17	20
Asian/Pacific Islander		78	80	83	85	85	96	100	106	115	125	136
Black, non-Hispanic		23	20	20	20	19	22	22	21	19	19	22
Hispanic		68	76	74	78	79	82	76	79	88	90	98
White, non-Hispanic		1,405	1,386	1,370	1,347	1,345	1,333	1,329	1,315	1,331	1,316	1,295
Non-Resident Alien		26	35	46	61	59	67	66	78	65	62	49
% American Indian/Alaskan Native		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		5%	5%	5%	5%	5%	6%	6%	7%	7%	8%	8%
% Black, non-Hispanic		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
% Hispanic		<u>4%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>6%</u>	<u>6%</u>
% Minority		11%	12%	12%	12%	12%	13%	13%	14%	15%	15%	17%
% White, non-Hispanic		87%	86%	85%	84%	84%	82%	82%	81%	81%	81%	80%
% Non-Resident Alien		2%	2%	3%	4%	4%	4%	4%	5%	4%	4%	3%
Unknown Race/Ethnicity <sup>3</sup>		11	18	16	39	40	35	44	46	66	76	91

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<b>Other Faculty</b>		<b>785</b>	<b>795</b>	<b>796</b>	<b>815</b>	<b>817</b>	<b>841</b>	<b>979</b>	<b>1,004</b>	<b>1,026</b>	<b>1,100</b>	<b>1,143</b>
Female		335	355	361	391	387	394	424	461	467	483	521
Male		450	440	435	424	430	447	555	543	559	617	622
% Female		43%	45%	45%	48%	47%	47%	43%	46%	46%	44%	46%
American Indian/Alaskan Native		9	15	10	8	8	12	11	7	9	10	10
Asian/Pacific Islander		37	32	36	32	29	27	33	39	46	52	69
Black, non-Hispanic		15	16	18	18	16	16	20	19	17	22	23
Hispanic		37	33	33	33	40	40	50	51	63	73	74
White, non-Hispanic		645	636	609	609	605	628	717	749	739	779	819
Non-Resident Alien		29	47	46	46	44	57	60	47	56	53	54
% American Indian/Alaskan Native		1%	2%	1%	1%	1%	2%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		5%	4%	5%	4%	4%	3%	4%	4%	5%	5%	7%
% Black, non-Hispanic		2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
% Hispanic		<u>5%</u>	<u>4%</u>	<u>4%</u>	<u>4%</u>	<u>5%</u>	<u>5%</u>	<u>6%</u>	<u>6%</u>	<u>7%</u>	<u>7%</u>	<u>7%</u>
% Minority		13%	12%	13%	12%	13%	12%	13%	13%	15%	16%	17%
% White, non-Hispanic		84%	82%	81%	82%	82%	81%	80%	82%	79%	79%	78%
% Non-Resident Alien		4%	6%	6%	6%	6%	7%	7%	5%	6%	5%	5%
Unknown Race/Ethnicity <sup>3</sup>		13	16	44	69	75	61	88	92	96	111	94

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<b>Grad Assistants</b>		<b>2,460</b>	<b>2,616</b>	<b>2,650</b>	<b>2,777</b>	<b>2,870</b>	<b>2,926</b>	<b>3,029</b>	<b>3,010</b>	<b>2,946</b>	<b>2,877</b>	<b>2,856</b>
Female		1,053	1,162	1,186	1,253	1,291	1,307	1,389	1,436	1,418	1,359	1,357
Male		1,407	1,454	1,464	1,524	1,579	1,619	1,640	1,574	1,528	1,518	1,499
% Female		43%	44%	45%	45%	45%	45%	46%	48%	48%	47%	48%
American Indian/Alaskan Native		24	36	40	42	32	35	31	30	31	25	31
Asian/Pacific Islander		71	73	76	63	52	59	85	69	69	71	70
Black, non-Hispanic		24	31	28	24	29	27	37	33	31	39	41
Hispanic		121	110	120	126	119	113	125	146	160	176	170
White, non-Hispanic		1,433	1,476	1,339	1,243	1,184	1,256	1,254	1,303	1,258	1,168	1,144
Non-Resident Alien		696	778	877	1,021	1,072	1,082	1,099	1,029	955	904	869
% American Indian/Alaskan Native		1%	1%	2%	2%	1%	1%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		3%	3%	3%	3%	2%	2%	3%	3%	3%	3%	3%
% Black, non-Hispanic		1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	2%
% Hispanic		<u>5%</u>	<u>4%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>4%</u>	<u>5%</u>	<u>6%</u>	<u>6%</u>	<u>7%</u>	<u>7%</u>
% Minority		10%	10%	11%	10%	9%	9%	11%	11%	12%	13%	13%
% White, non-Hispanic		60%	59%	54%	49%	48%	49%	48%	50%	50%	49%	49%
% Non-Resident Alien		29%	31%	35%	41%	43%	42%	42%	39%	38%	38%	37%
Unknown Race/Ethnicity <sup>3</sup>		91	112	170	258	382	354	398	400	442	494	531

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<b>Professionals</b>		<b>1,862</b>	<b>1,999</b>	<b>2,096</b>	<b>2,204</b>	<b>2,299</b>	<b>2,384</b>	<b>2,531</b>	<b>2,587</b>	<b>2,713</b>	<b>2,829</b>	<b>2,956</b>
Female		805	875	929	1,012	1,047	1,090	1,185	1,225	1,313	1,372	1,450
Male		1,057	1,124	1,167	1,192	1,252	1,294	1,346	1,362	1,400	1,457	1,506
% Female		43%	44%	44%	46%	46%	46%	47%	47%	48%	48%	49%
American Indian/Alaskan Native		29	28	28	28	31	42	37	41	46	43	50
Asian/Pacific Islander		115	100	102	107	121	133	141	163	167	177	199
Black, non-Hispanic		48	49	63	67	68	68	71	65	71	76	84
Hispanic		100	122	142	150	150	169	190	187	227	234	265
White, non-Hispanic		1,341	1,395	1,445	1,497	1,573	1,598	1,681	1,730	1,790	1,866	1,938
Non-Resident Alien		197	262	264	261	279	306	324	312	292	303	306
% American Indian/Alaskan Native		2%	1%	1%	1%	1%	2%	2%	2%	2%	2%	2%
% Asian/Pacific Islander		6%	5%	5%	5%	5%	6%	6%	7%	6%	7%	7%
% Black, non-Hispanic		3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%
% Hispanic		<u>5%</u>	<u>6%</u>	<u>7%</u>	<u>7%</u>	<u>7%</u>	<u>7%</u>	<u>8%</u>	<u>7%</u>	<u>9%</u>	<u>9%</u>	<u>9%</u>
% Minority		16%	15%	16%	17%	17%	18%	18%	18%	20%	20%	21%
% White, non-Hispanic		73%	71%	71%	71%	71%	69%	69%	69%	69%	69%	68%
% Non-Resident Alien		11%	13%	13%	12%	13%	13%	13%	12%	11%	11%	11%
Unknown Race/Ethnicity <sup>3</sup>		32	43	52	94	77	68	87	89	120	130	114

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<b>Classified Staff</b>		<b>5,883</b>	<b>5,997</b>	<b>6,076</b>	<b>6,307</b>	<b>6,039</b>	<b>6,088</b>	<b>6,136</b>	<b>5,986</b>	<b>5,914</b>	<b>5,896</b>	<b>5,833</b>
Female		3,674	3,733	3,842	3,997	3,811	3,838	3,828	3,682	3,657	3,678	3,624
Male		2,209	2,264	2,234	2,310	2,228	2,250	2,308	2,304	2,257	2,218	2,209
% Female		62%	62%	63%	63%	63%	63%	62%	62%	62%	62%	62%
American Indian/Alaskan Native		130	138	126	130	121	126	135	125	125	109	97
Asian/Pacific Islander		136	149	141	165	150	150	169	175	174	187	188
Black, non-Hispanic		138	131	129	134	138	135	134	127	121	123	133
Hispanic		1,279	1,291	1,345	1,402	1,355	1,403	1,404	1,378	1,370	1,422	1,417
White, non-Hispanic		4,038	4,114	4,103	4,061	3,894	3,932	3,852	3,779	3,673	3,608	3,544
Non-Resident Alien		48	57	65	81	78	118	99	97	98	90	84
% American Indian/Alaskan Native		2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
% Asian/Pacific Islander		2%	3%	2%	3%	3%	3%	3%	3%	3%	3%	3%
% Black, non-Hispanic		2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
% Hispanic		<u>22%</u>	<u>22%</u>	<u>23%</u>	<u>23%</u>	<u>24%</u>	<u>24%</u>	<u>24%</u>	<u>24%</u>	<u>25%</u>	<u>26%</u>	<u>26%</u>
% Minority		29%	29%	29%	31%	31%	31%	32%	32%	32%	33%	34%
% White, non-Hispanic		70%	70%	69%	68%	68%	67%	66%	67%	66%	65%	65%
% Non-Resident Alien		1%	1%	1%	1%	1%	2%	2%	2%	2%	2%	2%
Unknown Race/Ethnicity <sup>3</sup>		114	117	167	334	303	224	343	305	353	357	370

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<b>All Employees</b>	<b>12,781</b>	<b>13,192</b>	<b>13,408</b>	<b>13,918</b>	<b>13,833</b>	<b>14,055</b>	<b>14,484</b>	<b>14,403</b>	<b>14,466</b>	<b>14,576</b>	<b>14,663</b>	
Female	6,368	6,630	6,830	7,184	7,081	7,197	7,385	7,376	7,447	7,496	7,581	
Male	6,413	6,562	6,578	6,734	6,752	6,858	7,099	7,027	7,019	7,080	7,082	
% Female	50%	50%	51%	52%	51%	51%	51%	51%	51%	51%	52%	
American Indian/Alaskan Native	209	233	220	223	208	234	235	223	233	206	209	
Asian/Pacific Islander	442	437	443	459	444	473	534	557	576	618	668	
Black, non-Hispanic	253	253	264	269	276	275	291	272	265	285	309	
Hispanic	1,617	1,643	1,726	1,800	1,753	1,818	1,859	1,854	1,920	2,010	2,037	
White, non-Hispanic	9,002	9,140	9,008	8,902	8,740	8,878	8,953	8,997	8,922	8,871	8,873	
Non-Resident Alien	996	1,179	1,298	1,470	1,532	1,630	1,648	1,563	1,466	1,412	1,362	
% American Indian/Alaskan Native	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	
% Asian/Pacific Islander	4%	3%	3%	3%	3%	4%	4%	4%	4%	5%	5%	
% Black, non-Hispanic	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	
% Hispanic	<u>13%</u>	<u>13%</u>	<u>13%</u>	<u>14%</u>	<u>14%</u>	<u>14%</u>	<u>14%</u>	<u>14%</u>	<u>14%</u>	<u>15%</u>	<u>15%</u>	
% Minority	20%	20%	20%	21%	21%	21%	22%	22%	22%	23%	24%	
% White, non-Hispanic	72%	71%	70%	68%	67%	67%	66%	67%	67%	66%	66%	
% Non-Resident Alien	8%	9%	10%	11%	12%	12%	12%	12%	11%	11%	10%	
Unknown Race/Ethnicity <sup>3</sup>	262	307	449	795	880	747	964	937	1,084	1,174	1,205	

Notes:

1. Data does not include employees on leave without pay.
2. Minority includes American Indian/Alaskan Native, Asian/Pacific Islander, Black non-Hispanic, Hispanic.
3. Employees with Unknown Race/Ethnicity are included in total headcounts and male/female percentage calculations, but are excluded from the minority, white and non-resident alien percentages which are based upon the known population only.

Source: Information Warehouse Office, fall census files.