

**Northern Michigan University
Workforce Analysis Summary**

Snapshot Date: 10/16/2021

| Organizational Unit | Total | | | | Male | | | | | | | Female | | | | | | |
|--------------------------------|-------|----|----|-----|------|----|---|---|----|----|----|--------|----|---|---|----|----|----|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ | W | AA | H | A | NA | PI | 2+ |
| ACAD & CAREER ADVISEMENT CTR | 9 | 3 | 6 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACAD AFFAIRS, PROVOST & VP | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACAD SENATE | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMISSIONS | 25 | 4 | 21 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 0 | 1 | 0 | 0 | 0 | 0 |
| ALUMNI RELATIONS | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| ART & DESIGN, SCHOOL OF | 27 | 15 | 12 | 1 | 14 | 0 | 0 | 1 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 |
| ARTS & SCIENCES, COLLEGE OF | 4 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| AUXILIARY SERVICES | 10 | 10 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BIOLOGY | 36 | 17 | 19 | 4 | 16 | 0 | 0 | 1 | 0 | 0 | 0 | 16 | 1 | 0 | 1 | 0 | 0 | 1 |
| BROADCAST & AUDIO-VISUAL SRVCS | 20 | 13 | 7 | 2 | 12 | 0 | 0 | 0 | 1 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 1 |
| BUSINESS INTELLIGENCE/INFO SRV | 12 | 8 | 4 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| BUSN, W.L.CISLER COLLEGE OF | 29 | 18 | 11 | 4 | 15 | 2 | 0 | 1 | 0 | 0 | 0 | 10 | 0 | 0 | 1 | 0 | 0 | 0 |
| CAREER SERVICES | 4 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| CHARTER SCHOOLS | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| CHEMISTRY | 33 | 20 | 13 | 5 | 16 | 1 | 0 | 2 | 0 | 0 | 1 | 12 | 0 | 0 | 1 | 0 | 0 | 0 |
| CLINICAL SCIENCES, SCHOOL OF | 18 | 6 | 12 | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 |
| COMMUNICATION & MEDIA STUDIES | 9 | 5 | 4 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| CONTINUING EDCTN/WORKFORCE DEV | 6 | 2 | 4 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| CONTROLLERS OFFICE | 6 | 2 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| COUNSELING & CONSULTATION SVS | 4 | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| CRIMINAL JUSTICE | 14 | 9 | 5 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| DEAN OF STUDENTS | 16 | 3 | 13 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 |
| DINING SERVICES-CAT TRAX | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

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| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ | W | AA | H | A | NA | PI | 2+ |
| DINING SERVICES-CENTRAL OFFICE | 8 | 4 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| DINING SERVICES-FIERAS | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DINING SERVICES-STARBUCKS | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DINING SERVICES-THE LIGHTS | 18 | 8 | 10 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| DINING SERVICES-UNIVERSITY CTR | 13 | 9 | 4 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISABILITY SERVICES | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| EARTH, ENV, & GEOG SCIENCES | 14 | 8 | 6 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| ECONOMICS | 8 | 5 | 3 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| EDUCATION/LDRSHP/PBLC SRS SCHL | 30 | 7 | 23 | 2 | 6 | 0 | 0 | 1 | 0 | 0 | 0 | 22 | 0 | 0 | 0 | 0 | 0 | 1 |
| ENGINEERING & PLANNING | 4 | 3 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| ENGINEERING TECHNOLOGY | 11 | 8 | 3 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| ENGLISH | 40 | 18 | 22 | 3 | 17 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 1 | 1 | 0 | 0 | 0 |
| EQUAL OPPORTUNITY | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| EXTENDED LRNG/COMMUNITY ENGMNT | 9 | 4 | 5 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| FACILITIES OPERATIONS | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCE & ADMIN, VICE PRES | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCE AND PLANNING | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL AID | 12 | 3 | 9 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES | 4 | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRADUATE STUDIES & RES, COL OF | 8 | 0 | 8 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 1 | 0 | 0 | 1 |
| HEALTH CENTER | 20 | 4 | 16 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 1 | 0 | 0 |
| HEALTH/HUMAN PERFMNCE, SCHL OF | 26 | 15 | 11 | 1 | 14 | 0 | 0 | 1 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| HISTORY | 9 | 7 | 2 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |

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|--------------------------------|-------|----|----|-----|------|----|---|---|----|----|----|--------|----|---|---|----|----|----|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ | W | AA | H | A | NA | PI | 2+ |
| HOUSING & RESIDENCE LIFE | 13 | 7 | 6 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES | 10 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| INSTITUTIONAL EFFECTIVENESS | 5 | 2 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 |
| INTERCLGT ATHLETICS/REC SPORTS | 48 | 30 | 18 | 1 | 29 | 1 | 0 | 0 | 0 | 0 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERNAL AUDIT/RISK MANAGEMENT | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERNATIONAL PROGRAMS | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| LANGUAGES/LIT/INTERNATIONAL ST | 14 | 4 | 10 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| LIBRARY INSTRCTNL SUP/ARCHIVES | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| LIBRARY INSTRCTNL SUP/LIBRARY | 16 | 5 | 11 | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| LIBRARY/INSTRUCTIONAL SUPPORT | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| LIS/INSTRUCTIONAL DESIGN TCNLG | 4 | 3 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| MAIL SERVICES & WAREHOUSE | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| MATHEMATICS/COMPUTER SCIENCE | 26 | 15 | 11 | 4 | 11 | 0 | 0 | 3 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| MILITARY SCIENCE | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| MUSIC | 14 | 6 | 8 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| NATIVE AM STUDIES, CENTER FOR | 10 | 2 | 8 | 7 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 5 | 0 | 1 |
| NETWORK INFRASTRUCTURE CENTER | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| NETWORK OPERATIONS CENTER | 9 | 8 | 1 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| NMU FOUNDATION | 7 | 3 | 4 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| NMU POLICE DEPARTMENT | 21 | 17 | 4 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| NMU-U.S. OLYMPIC TRAINING SITE | 3 | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NORTHERN CENTER & EVENT SRVCS | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| NORTHERN MICHIGAN RURAL HEALTH | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |

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| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ | W | AA | H | A | NA | PI | 2+ |
| NURSING | 30 | 2 | 28 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 0 | 0 | 0 | 0 | 0 | 0 |
| PHILOSOPHY | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PHYSICS | 9 | 8 | 1 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PLANT OPERATIONS | 84 | 68 | 16 | 7 | 64 | 0 | 0 | 0 | 2 | 0 | 2 | 13 | 0 | 0 | 1 | 1 | 0 | 1 |
| POLITICAL SCIENCE | 13 | 9 | 4 | 1 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| PRESIDENT, OFFICE OF THE | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| PRINTING SERVICES | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PSYCHOLOGICAL SCIENCE | 18 | 12 | 6 | 1 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 0 |
| PURCHASING | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| REGISTRAR | 10 | 1 | 9 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| REGISTRATION & SCHEDULING | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| RISK & INSURANCE | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SAFETY DEPARTMENT | 5 | 4 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SEABORG CENTER | 4 | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| SOCIAL WORK | 12 | 4 | 8 | 4 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 6 | 0 | 0 | 1 | 1 | 0 | 0 |
| SOCIOLOGY/ANTHROPOLOGY | 10 | 2 | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 2 | 0 | 0 | 0 |
| STUDENT ENRICHMENT, CENTER FOR | 4 | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| STUDENT EQUITY/ENGAGEMENT CNTR | 2 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| STUDENT SERVICE CENTER | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| STUDENT SUPPORT SERVICES | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECH & OCCUPTNL SCIENCES, COL | 31 | 18 | 13 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNOLOGY ASSET/BUSINESS MNGT | 3 | 2 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNOLOGY SUPPORT SERVICES | 7 | 6 | 1 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

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|--------------------------------|--------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ | W | AA | H | A | NA | PI | 2+ |
| THEATRE & DANCE | 9 | 6 | 3 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| UNIVERSITY MARKETING/COMMNCTNS | 14 | 8 | 6 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| VENDOR PAYABLES | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 1,054 | 522 | 532 | 65 | 489 | 7 | 1 | 12 | 5 | 0 | 8 | 500 | 1 | 2 | 12 | 9 | 0 | 8 |
| Total (%) | | 49.5 | 50.5 | 6.2 | 46.4 | 0.7 | 0.1 | 1.1 | 0.5 | 0.0 | 0.8 | 47.4 | 0.1 | 0.2 | 1.1 | 0.9 | 0.0 | 0.8 |