

**UNIVERSITY OF MICHIGAN  
RESEARCH AND CLINICAL TRACK FACULTY**

**AY2017 INDICATOR REPORT**

Prepared by  
the  
**UM ADVANCE Program**

**October, 2017**

## INTRODUCTION

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The National Science Foundation (NSF) undertook the ADVANCE Institutional Transformation Program in 2001 as a way to cultivate the success of women in academic science and engineering because they “continue to be significantly underrepresented in some science and engineering fields and proportionately under-advanced in science and engineering in the Nation’s colleges and universities.” The University of Michigan’s ADVANCE Program was in the first cohort of institutions funded under this initiative. When that grant ended in 2007 the University continued to fully fund the program and expanded it to address the institutional changes necessary to support the needs of a diverse faculty in all fields.

The University of Michigan ADVANCE Program aims to improve our campus environment for faculty in four general areas: recruitment, retention, leadership and climate. It assesses the campus climate through a series of campus-wide faculty surveys (reports from those surveys can be found on the ADVANCE website) as well as individualized assessments of schools and departments. The program also collects and reports on annual indicator data about the state of the faculty at UM. These data are used to assess the University’s progress in the areas of recruitment, retention and leadership.

This report examines the annual indicator data the UM ADVANCE Program has been accumulating since it began in AY2002. NSF required that each institution funded under the ADVANCE Program report annually on these indicators<sup>1</sup> for STEM faculty at their individual institutions and compare each current reporting year with the baseline data (AY2001 for UM) as a way to assess change over time<sup>2</sup>. When the NSF funding ended at the end of AY2007 the ADVANCE Program continued the practice of collecting and reporting on these indicators annually, comparing the current year with the baseline. Over time, several of the indicators were refined; those that were less informative and especially time consuming to collect were discontinued, and others were added. In addition, as the mission of the ADVANCE Program broadened our data collection efforts broadened; not only did we begin collecting institutional data on all UM faculty, we worked to retroactively gather the same data for all non-STEM faculty (i.e., those not originally considered when the focus of the project was limited to STEM faculty). We now have tenure track faculty appointment count data for all UM colleges and schools from AY1979 to present.

As a result of these efforts the ADVANCE Program has amassed a great deal of demographic and descriptive data on the faculty of the University of Michigan across many years. Much of the data collected focuses on faculty on the tenure track. However, since AY2009 we have also been systematically collecting data on faculty on the research and clinical tracks. However, due to mechanisms in place to collect and confirm data, our database is limited to faculty with appointments in academic departments<sup>3</sup>. Efforts are now in place to improve this process for future reporting of these faculty. This report focuses on these faculty, campus-wide.

As we have expanded the focus of the ADVANCE Program, we have also expanded the scope of the annual indicator reports. In addition to reporting on many of the same indicator variables each year, we have added specific areas of focus to the text of each year’s report. In 2014 the indicator report addressed tenure track **faculty composition**. In 2015 the focus was tenure track faculty **retention**,

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<sup>1</sup> There were 12 indicators identified by NSF; see Appendix D.

<sup>2</sup> The ADVANCE Program is grateful to the data liaisons in each of the academic units for their invaluable assistance over time with the data collection and verification process.

<sup>3</sup> This means that approximately 20% of research track faculty (n=130) with appointments in only non-academic units (e.g., URTRI, ISR, LSI) are not included in these analyses. This was also the case for a few (n=16) clinical faculty.

**leadership and recognition.** Last year's report considered tenure track faculty **recruitment and hiring** and examined these and related issues across time campus-wide.

This report examines the composition of **faculty on the research and clinical tracks** campus-wide; specifically, it reports on these faculty at the assistant, associate and senior levels (lecturers and investigators are not included). When possible, data were considered separately for six groups of faculty: Asian/Asian-American men, underrepresented minority (URM) men, white men, Asian/Asian-American women, URM women, and white women. However, occasionally the number of faculty was too small (especially in the case of faculty of color) to allow for such refinement. In addition to the findings presented in the body of this report, we have also included detailed AY2017 indicator data in Appendix C that report on faculty on all three tracks (tenure, research and clinical). We hope this will help policy-makers at the University and individual schools identify areas of success as well as areas requiring future and/or continued efforts at recruitment, retention and leadership development of UM faculty.

### **Faculty Tracks**

Faculty at the University are divided into three job families: Regular Instructional, Primary, and Regular Clinical Instructional, also known as the Tenure Track, Research Track, and Clinical Track, respectively (lecturers are a separate category of instructional faculty not covered here). As with faculty on the tenure track, clinical and research faculty follow the ranks of assistant, associate, and senior (or full). A complete description of the research and clinical tracks and their requirements can be found at:

<http://www.research.umich.edu/appointments-promotions>  
<http://www.provost.umich.edu/faculty/handbook/5/5.C.html>

The research track began in 1974. Prior to November 2003, research scientist titles included the ranks of research investigator, assistant research scientist, associate research scientist and senior research scientist. In October 2003, the Regents approved the establishment of two separate research tracks. One track, research scientist, includes the rank of research investigator as well as assistant research scientist, associate research scientist and research scientist. The second, research professor track, includes the ranks of assistant research professor, associate research professor and research professor.

In fall 2009 new promotion and review guidelines were established (and were updated in 2013 and 2015 to provide further clarifications). The expectations for the two research tracks are similar with a strong emphasis on scholarly research, but those on the research professor track are required to engage in teaching and service at a level not expected of research scientists. There is a standard expectation for promotion in rank: four years for research investigators, six years for assistant research scientists, and seven years for research assistant professors.

The clinical track began in 1986. The ranks are instructor through professor. Clinical track faculty are appointed for fixed terms which cannot exceed seven years in rank, but they may be reappointed. In the Medical School the focus of appointments is on the skills of clinical practice as well as teaching. While most clinical faculty are within the Medical School, every school and college at the University of Michigan, with the exception of Engineering and LSA, has set policies for the appointment of clinical instruction faculty.

This report begins with a description of the faculty on the research and clinical tracks from AY2009 through AY2017. Clinical faculty in the Medical School are reported on separately from clinical faculty in non-Medical schools. We then describe findings from ADVANCE's 2012 faculty climate survey as they relate to faculty on the research and clinical tracks and in comparison to faculty on the tenure track. In

each case we only consider faculty at the assistant, associate and full/senior levels (thus, for example, instructors and research investigators are not considered here).

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## RESEARCH TRACK FACULTY

### FACULTY COMPOSITION

We considered the make-up of the research track faculty at two time points (AY2009 and AY2017); more detailed composition data by year for all research track faculty as well as by rank can be found in Appendix B. We assessed several aspects of the research track faculty:

- growth of the track over time;
- where the research faculty reside (disciplinary focus);
- composition by gender and race-ethnicity within and across ranks;
- and in comparison to tenure track faculty.

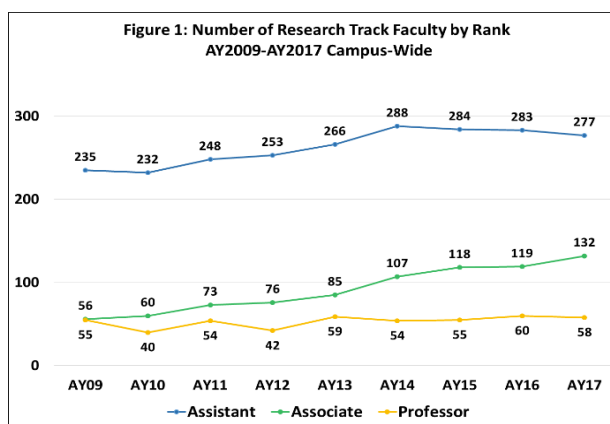
#### **Faculty are Principally STEM**

In AY2017 there were 467<sup>4</sup> research track faculty on campus. Most of the faculty are in STEM fields. Half (53%) of the current 467 research faculty are in the Medical School (see Table 1). The other largest locations for research track faculty are the College of Engineering (22%), the College of Literature, Science and the Arts (10%) and the School of Public Health (7%). The remaining 9% are located in the College of Pharmacy, School for Environment and Sustainability and Schools of Dentistry, Education, Social Work, Information, Kinesiology and Nursing<sup>5</sup>.

School/College	N	%
Medical School	249	53%
College of Engineering	101	22%
College of Literature, Science and Art	45	10%
School of Public Health	32	7%
College of Pharmacy	14	3%
School for Environment & Sustainability	8	2%
School of Dentistry	6	1%
School of Education	4	1%
School of Social Work	3	1%
School of Information	2	<1%
School of Kinesiology	2	<1%
School of Nursing	2	<1%
<b>Total</b>	<b>468</b>	<b>100%</b>

#### **Faculty Grew Substantially, Especially at the Associate Rank**

Over the period AY2009 through AY2017 the number of faculty campus-wide on the research track increased steadily from 346 to 467. The primary growth (Figure 1) was at the associate research professor/scientist level: in AY2009 that number was 56; by AY2017 it had increased to 132. That growth was evident in both the Medical School and College of Engineering where most research track faculty reside. Research faculty at the assistant level (that is, assistant research scientist and assistant research professor) grew by 42 faculty; the number at the research professor/senior scientist level reflected very little change (from 55 to 58 over the same time period).

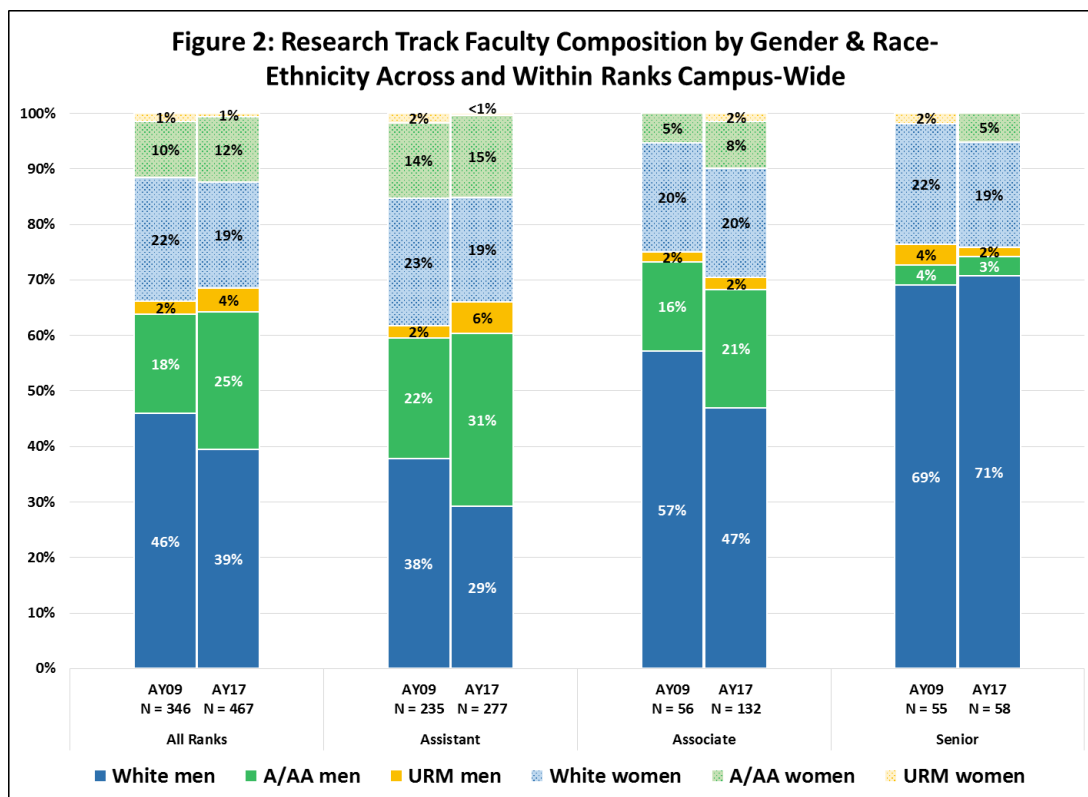


#### **Research Track Faculty Were Predominantly Male—Especially at Senior Level**

<sup>4</sup> The total number of research faculty in Table 1 is slightly inflated (by one) as it double counts one person who had a joint research appointment in two different schools.

<sup>5</sup> We note here and elsewhere percentages may not add up to exactly 100% due to rounding.

Campus-wide, the proportion of all research faculty who were male was higher than the proportion of female faculty and that rate increased slightly from 66% in AY2009 to 68% in AY2017 (see Figure 2 on next page). The pattern was similar at the assistant professor level. The proportion of male faculty at the associate level was higher than that for assistant research professors/scientists; however, there was a slight decline from AY2009 to AY2017. The rates of senior (full) male faculty were highest of all ranks and similar between AY2009 and AY2017.



***There Were Fewer White Faculty and More Asian/Asian American Men Over Time—Except at Senior Level***

The increase in the proportion of male faculty on the research track was principally due to an increase in male faculty of color, particularly Asian/Asian American men (and we note that this growth was mainly seen in the Medical School). The proportion of male Asian/Asian American faculty increased from 18% in AY2009 to 25% in AY2017 across ranks. Similar increases are evident looking separately at assistant and associate research faculty. However, there were few faculty of color at the most senior research professor/scientist level. Moreover, the rates of URM faculty across ranks were low over time. The proportion of white faculty decreased from AY2009 to AY2017 in all ranks except the senior level where the rate of white male faculty was and remained high.

***Comparison with Tenure Track***

The proportions by gender are similar to what we find for faculty on the tenure track (for comparative purposes a summary of tenure track faculty composition by gender and race-ethnicity from AY2009 through AY2017 as well as rates for the six gender/race-ethnicity groups by rank in AY2017 are provided in Appendix A). In AY2017 the proportion of tenure track faculty who were female was 33% campus-wide (compared to 32% on the research track). However, there was a slight increase in the proportion of female tenure track faculty compared to AY2009 while in the case of research track faculty we find a decline in the representation of women.

The proportion of white faculty was higher for tenure track faculty compared to research track faculty; both showed a decline in white faculty from AY2009 to AY2017 although the change was larger in the case of research track faculty. Moreover, the percentage of Asian/Asian American research track faculty was considerably higher in AY2017 (37%) compared to 17% for tenure track faculty. We note an over time increase in rates for Asian/Asian American faculty on both tracks. The percentage of URM faculty on the research track was low at both time points and lower in AY2017 (5%) compared to the 12% for tenure track faculty.

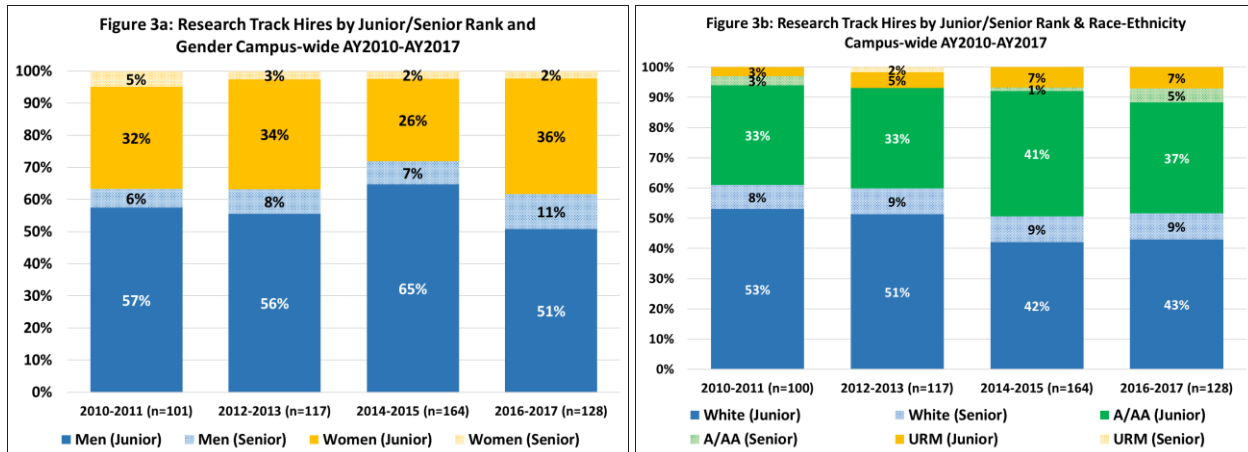
## HIRING

We considered the rate of hiring onto the research track between AY2010 and AY2017; data were organized in two year increments. We assessed:

- hiring rates by gender within ranks;
- hiring rates by the three race-ethnicity groups within ranks;
- and in comparison with tenure track.

### *There was an Increase in Hiring Women at Junior Level and Decrease at Senior Level*

More men than women overall were hired onto the research track over the time period AY2010 to AY2017 (see Figure 3a). Generally, the over time rates are fairly stable. However, the data suggest that hiring of women at the junior (assistant) level increased slightly over time while hiring of women at the senior (associate and full) level decreased; there was a similar reverse pattern in the case of men. It should be noted that the overall rate of hiring at the senior level was considerably smaller than that at the junior level.



### *There was an Increase in Hiring of Faculty of Color*

Figure 3b provides similar information by the three race-ethnicity groups. Over time the percentage of Asian/Asian American faculty hires increased across ranks from 36% to 42%. Hiring of URM faculty also increased early from 3% to 7% and then remained stable (we note most of these hires were male). The rate for white junior faculty decreased over the same time period from 53% to 43%; however, hiring of white faculty at the more senior levels remained stable. These data suggest increasingly diverse hiring at the assistant level; but more stability by race and gender at the more senior levels.

### *Comparison with the Tenure Track*

Overall the research track hiring rate in the most recent time period was lower for women (38% across ranks) compared to what we reported<sup>6</sup> last year for tenure track faculty (45% of new hires across ranks were women in AY2015). Hiring on the research track was fairly stable by gender (the rate of women hired in AY2010 was 37%). By contrast, we reported an increasing rate in hiring of women on the tenure track over the same time period from AY2010 to AY2017 (from 38% in AY2010 to 45% in AY2015).

The hiring rate of white faculty in AY2016-17 on the research track (52%) was similar to what we reported for tenure track faculty last year (58%). The hiring rate for Asian/Asian American faculty was higher on the research track (42% in AY2016-17) compared to tenure track faculty (24% in AY2016) and lower for URM faculty (7% in AY2016-17 compared to 17% for tenure track faculty in AY2016).

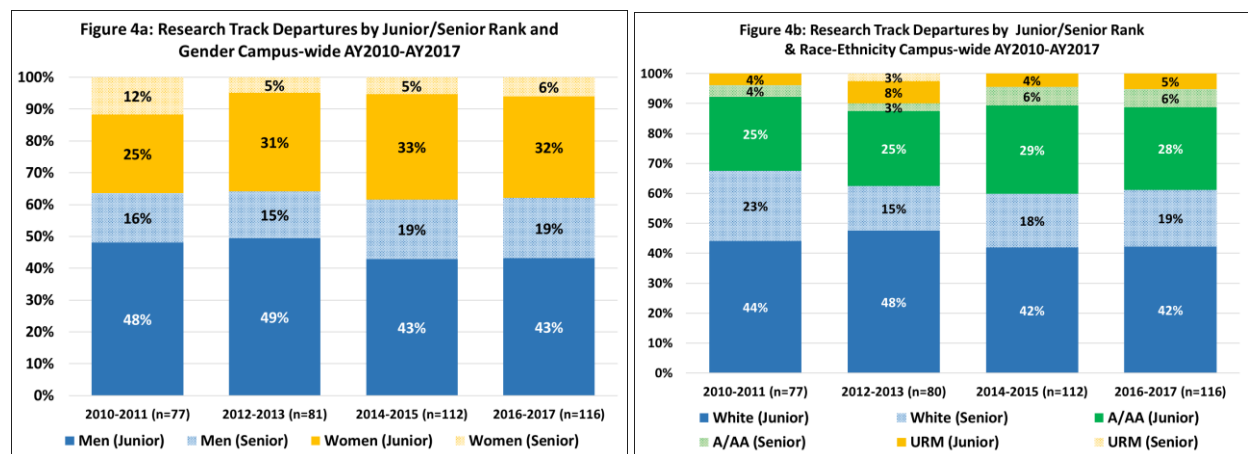
### ATTRITION

We assessed the rate of faculty leaving the research track, looking specifically from AY2010 to AY2017 in two year increments. Unfortunately, we have little information about career paths for these faculty after they leave the research track (except those that move to the tenure track, information for which is discussed below). However, we considered the percentage of all faculty who left the research track:

- by gender at junior (assistant) and senior ranks (associate and full);
- and by the three race-ethnicity groups at the junior and senior ranks.

### *Proportionately More Men Left the Research Track; Fewer Women Left at Senior Ranks in AY2017*

On average across the eight years reported on here, the annual rate of women leaving the research track was 13%; the rate for men was 11%; these rates are much higher than those for tenure track faculty in AY2015 (3% and 4%, respectively). Figure 4a reports the proportion of men and women of all faculty who left the research track at the junior and senior levels from AY2010 through AY2017 in two year groupings. The numbers by gender were generally consistent across time; generally, two-thirds of those who left the research track over this time period were men and one third were women (similar to their representation on this track). We do note, however, a modest decline in the proportion of men who left the research track at the junior level and a modest increase in the proportion who left at the senior levels. By contrast, there was an increase in the proportion of women who left at the junior level and a decrease at the senior levels; both of these changes occurred early (between AY2010-11 and AY2012-13, and then proportions were quite stable). As is noted below, very few of those who left the research track moved to the tenure track. It is not known, however, how many of the remaining left the University for a position at another institution, moved to a non-faculty position at U-M, or retired.



<sup>6</sup> See last year's indicator report, available on the website: <http://advance.umich.edu/resources/AY2016-IndicatorReport-Michigan.pdf>

The average rate of leaving for research track faculty (over the same time period) by race-ethnicity is as follows: 12% for white and Asian/Asian American faculty and 18% for URM faculty; these rates are higher than those for tenure track faculty groups that were constructed slightly differently (4% for both URM and white/Asian Asian-Asian American faculty combined). Figure 4b provides departure proportions by race-ethnicity in two-year increments. The percentage of faculty leaving the research track who were Asian/Asian American increased slightly over time across ranks from 29% in AY2010-11 to 34% in AY2016-17 (perhaps consistent with their increased representation on this track). The proportions of white faculty decreased, particularly at the senior levels, over the same time period from 67% to 61% across ranks. The percentage of URM faculty was consistently between 4-5% except in AY2012-13 when it was a high of 11%. Again, very few of the faculty who left moved to the tenure track. We have not collected further information about their career paths.

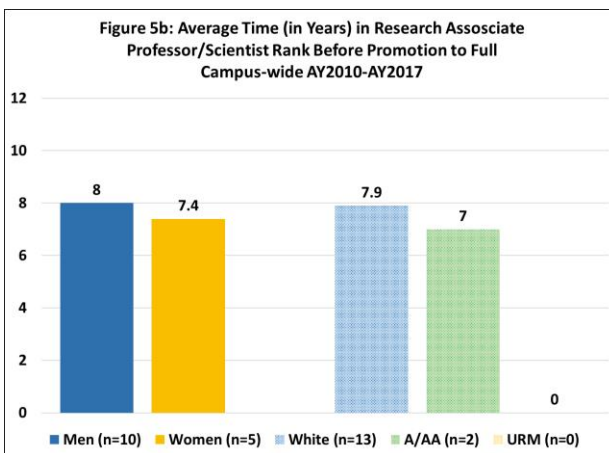
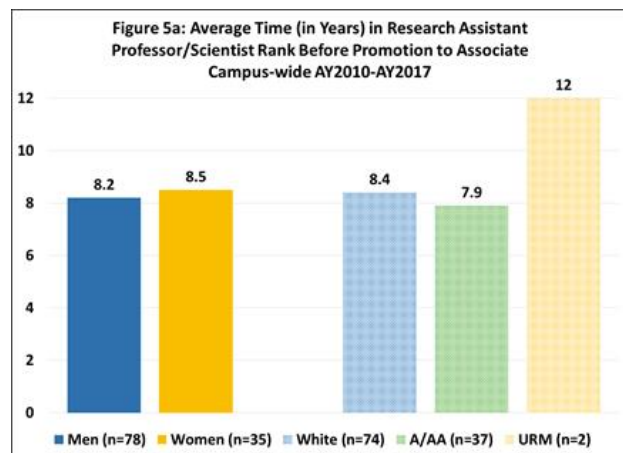
### TIME IN RANK

We considered how long research assistant and associate professors/scientists were in rank prior to promotion for those promoted between AY2010 and AY2017 by gender and race/ethnicity. We considered:

- years as assistant research professor/scientist before promotion to associate research professor/scientist by gender and race-ethnicity;
- years as associate research professor/scientist before promotion to research professor/scientist by gender and race-ethnicity.

#### ***There Were No Differences by Gender or Race-Ethnicity in Years in Rank at Assistant Level***

For those at the assistant level, the average time in rank prior to promotion to associate was similar by gender (8.5 years for women and 8.2 years for men); see Figure 5a. Time in rank was highest for URM assistant research professors/scientists (12 years); however, this rate is based on only two faculty members and rates were not statistically different. Rates for white and Asian/Asian American faculty were similar (8.4 for white faculty and 7.9 for Asian/Asian American faculty).



#### ***There Were No Differences by Gender or Race-Ethnicity in Years in Rank at Associate Level***

Examining those at the associate research professor/scientist level, again, time in rank was similar for men and women (8 years for men and 7.4 years for women) before being promoted; see Figure 5b. Rates were also similar for white and Asian/Asian American faculty (7.9 and 7 years respectively); there were no URM associate level faculty promoted during this time period.

### MOVEMENT ACROSS TRACKS

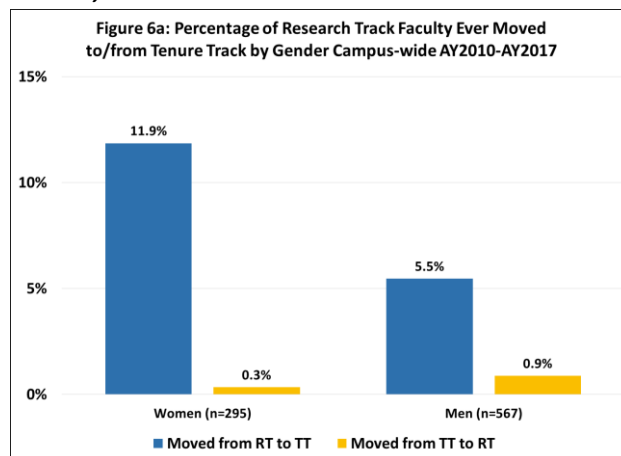


As noted previously, we have very little information about the career paths of faculty when they enter or leave the research track. We are, however, able to identify those who came to the research track from the tenure track at UM or moved to UM's tenure track from the research track over the time period reviewed here. We considered:

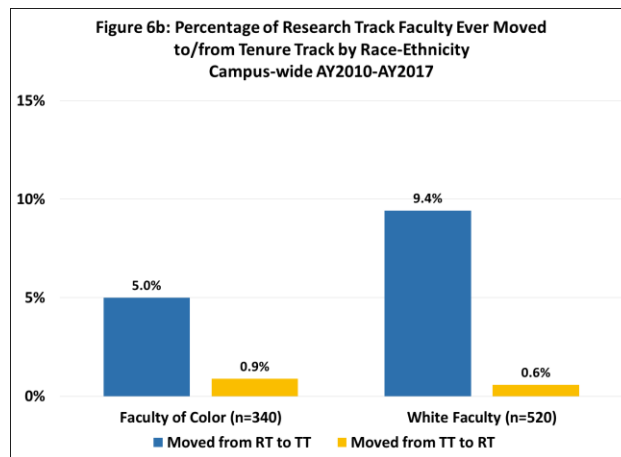
- the rate at which faculty entered the research track from the tenure track by gender and race-ethnicity;
- the rate at which faculty left the research track for the tenure track by gender and race-ethnicity.

***Proportionately Few Faculty Moved To/From Tenure Track; Most Who Moved to the Tenure Track Were White***

Very little movement happened in either direction. Only 11.9% of women (35 women) and 5.5% of men (31 men) moved from the research track to the tenure track between AY2010 and AY2017 (see Figure 6a); these numbers represent approximately 9% of all women and 6% of all men hired onto the tenure track over the same time period. Even fewer, less than 1% of women (one woman) and men (five men) moved from the tenure track to the research track over these eight years.



Similarly, only 5% of faculty of color (17 faculty, 3 of whom were URM) and 9.4% of white faculty (48 faculty) moved from the research track to the tenure track between AY2010 and AY2017 (see Figure 6b). The percentages are small but the data show that far more white faculty are being added to the tenure track from the research track compared to faculty of color. This may have implications for efforts to diversify faculty on the tenure track. Very few white faculty or faculty of color went from the tenure track to the research track (less than 1% in each case).



**CHANGE OVER TIME**

Our final consideration of the research track faculty summarizes much of the previously presented data by depicting the movement of faculty onto, within, and out of the research track from AY2010 through AY2017.

***Three Times More Men Than Women Were Added to Research Track AY2010-17***

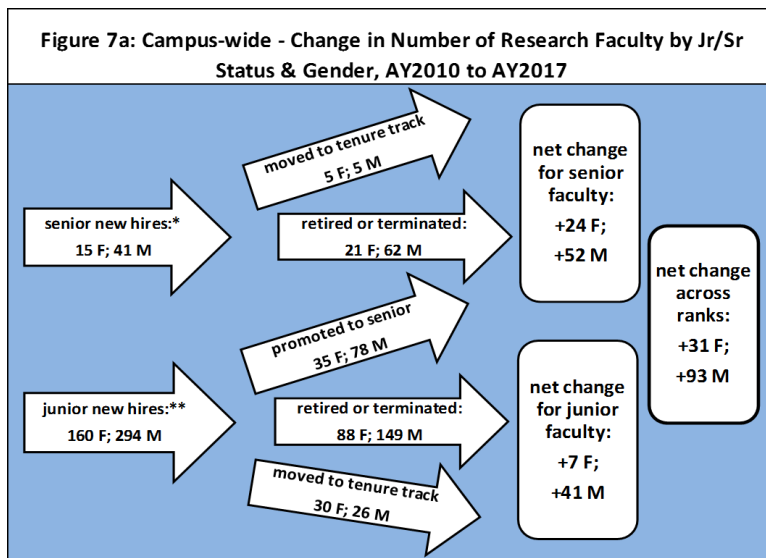
Over this time period 160 women and nearly twice as many men (294) were hired onto the research track at the junior (assistant) level; only five of these were individuals who moved from the tenure track (see Figure 7a on next page). Far fewer women (15) and men (41) were hired in at the senior (associate and full) level and only one of these individuals moved from the tenure track during this time period.

Of those at the assistant level during this time period, more faculty left the research track than were promoted. In the case of women at the junior level, 35 were promoted and 30 moved to the tenure track; 88 left the research track. In the case of men, 78 were promoted and 26 moved to the tenure track; 149 left the research track. Far fewer faculty were at the senior level during this time period. In the case of these faculty, 21 women left the research track and 5 moved to the tenure track; similarly, 62 men left and 5 moved to the tenure track.

These movements of faculty into and out of the research track represented an overall net increase of 124 faculty (31 women and 93 men) during this time period. The biggest increase for women was at the senior level; there were 24 more women at the associate or full level in AY2017 compared with AY2010; the increase for women at the junior level was only 7 over the same time period. By contrast, the increase in male faculty was 52 at the senior level and 41 at the junior level.

A similar analysis for tenure track faculty over the same time period (see Appendix A) showed a marked increase in the number of women relative to the number of men;

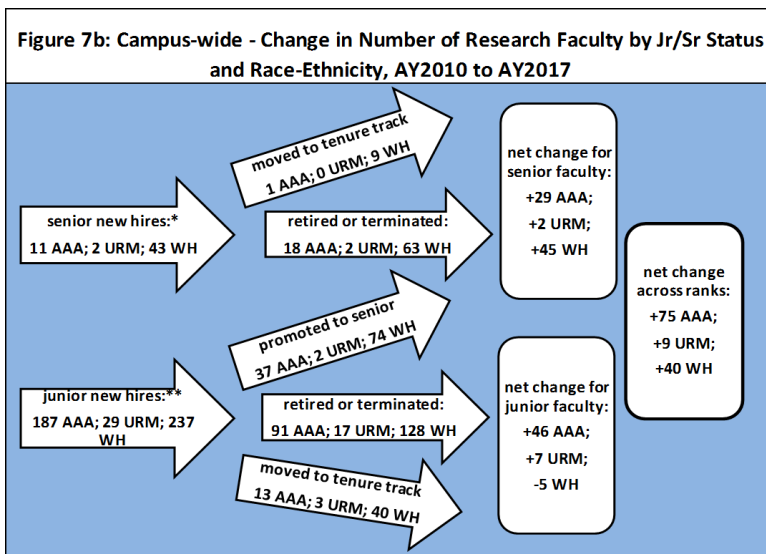
overall the net increase for women was 159 compared to 17 for men and this advantage for women was evident at both the junior and senior levels. This may be because the percentage of female hires was increasing over this time period while that for research track faculty was quite stable.



\* Includes 1 F hired from the tenure track; \*\* Includes 5 M hired from the tenure track

**Largest Overtime Increase Was for Asian/Asian American Faculty, Especially at the Assistant Level**

Figure 7b provides similar information by race-ethnicity. At the assistant level more white faculty (237) were hired between AY2010 and AY2017 compared with faculty of color (187 Asian/Asian American and 29 URM faculty). From the assistant rank the largest numbers were those who left the research track (128 white faculty and 108 faculty of color). Fewer were promoted (74 white faculty and 39 faculty of color) and few moved to the tenure track; most of those who moved to the tenure track were white (40 compared to 16 faculty of color).



\* Includes 1 WH hired from the tenure track; \*\* Includes 3 AAA & 3 WH hired from the tenure track

Few faculty were hired at the senior research faculty levels and most were white (more than three times that of faculty of color). Eighty-three senior faculty (associate or senior/full) left the research track from AY2010 to AY2017 and, again, most of these faculty were white.

As noted above, percentage-wise few faculty moved to the tenure track over the eight-year period. However, it is worth noting that, in total, 49 white faculty made that move; this number is far greater than that for faculty of color. Few Asian/Asian American faculty (14) and only three URM faculty followed a similar career path. Even fewer faculty (four white and three Asian/Asian American) moved from the tenure track to the research track over the eight-year period.

These changes on the research track resulted in a net increase of 46 Asian/Asian American and 7 URM faculty and a decrease of 5 white faculty at the junior level. At the senior levels the increase comprised 45 additional white faculty, 29 additional Asian/Asian American faculty and 2 URM faculty.

The same analysis for tenure track faculty revealed the highest increase over the time period was for Asian/Asian American faculty at both the junior (28) and senior levels (81). In addition, there was an increase in URM faculty (14) compared to decrease in white faculty (-23) at the junior levels. The number of URM faculty added to the research track (9) was, by comparison, quite small.

#### **SUMMARY FOR RESEARCH TRACK FACULTY**

There was substantial growth in the number of faculty on the research track over this period (from 346 to 467 research track faculty; a 35% increase). Most of the growth was at the associate research professor/scientist level. Despite the increase, the distribution of faculty by gender and race-ethnicity was fairly stable from AY2009 to AY2017. Generally, women represented one third of the research track faculty. Hiring rates for women were similar to their current proportion (38% of new hires were women in the most recent time period reported on) and fairly stable over time. There was a modest increase in hiring of women at the junior level, but a decrease at the senior level. The overall hiring rate on the research track was lower than what we found for women on the tenure track (45% in AY2015 which represented a marked over time increase).

There was a small over time decrease in the number of white faculty (and a lower proportion in AY2017 compared to that of tenure track faculty), and a corresponding increase in male faculty of color, particularly Asian/Asian American faculty (especially at the junior level). In fact, the hiring rate for Asian/Asian American faculty increased over time and was higher than what we found on the tenure track in the most recent time period. At the most senior level the percentage of white male faculty increased (and was higher than what we found for tenure track faculty in AY2017). The rate of senior level faculty of color was extremely low across this time period.

Promotion rates were fairly similar by gender and race-ethnicity (however, the number of URM faculty was quite small over this time period). Slightly more than one-third of the faculty who left the research track across the eight years considered here were women. We also note that the rate of hiring of white faculty was generally lower than the rate of their leaving for the same time period. Very few of the faculty who left the research track moved to the tenure track; the numbers were similar by gender, however, most were white faculty which may have implications for efforts to diversify the tenure track faculty.

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## CLINICAL TRACK FACULTY

### FACULTY COMPOSITION

We considered the make-up of the clinical track faculty at the two time points (AY2009 and AY2017); more detailed composition data by year can be found in Appendix B. We assessed several aspects of the clinical track faculty:

- growth of the track over time;
- where clinical track faculty reside;
- composition by gender and race-ethnicity within and across ranks;
- and in comparison to tenure track (and research track) faculty.

#### **Most Clinical Track Faculty Reside in the Medical School**

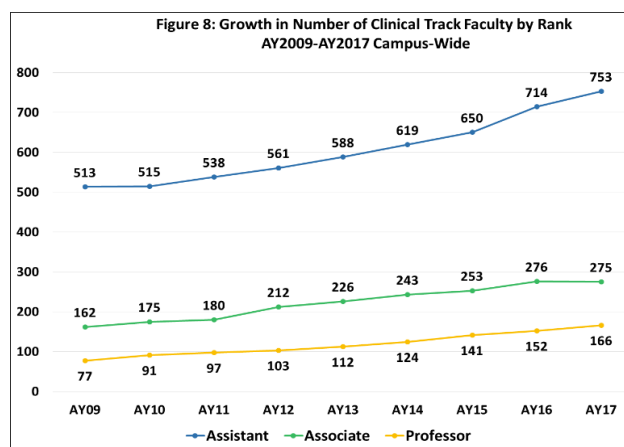
Most of the faculty on the clinical track are in the Medical School; in AY2017 995 (83%) of a total 1200<sup>7</sup> clinical track faculty were in Medicine; see Table 2. The next largest groups of clinical faculty were in the Schools of Dentistry (4%), Pharmacy (2%), Nursing (2%) and Law (2%). The remaining schools each had 1% or fewer of the clinical faculty in the same year. Given the large proportion of clinical faculty in the Medical School we report on them separately.

School/College	N	%
Medical School	999	83%
School of Dentistry	54	4%
College of Pharmacy	29	2%
Law School	29	2%
School of Nursing	29	2%
School of Music, Theater & Dance	16	1%
School of Education	11	1%
College of Architecture & Urban Planning	9	1%
School of Business	6	<1%
School of Kinesiology	5	<1%
School of Public Health	5	<1%
School of Social Work	5	<1%
School of Information	4	<1%
School for Environment & Sustainability	1	<1%
School of Public Policy	1	<1%
College of Engineering	1	<1%
<b>Total</b>	<b>1204</b>	<b>100%</b>

#### **Clinical Track Grew Substantially**

The number of faculty on the clinical track has grown substantially over the previous eight years from 752 in AY2009 to 1194 in AY2017 (see Figure 8). The growth in numbers was principally at the assistant level. However, there was also some growth at the more senior levels; in fact, the associate rank faculty grew by 70%.

Over time clinical faculty in the Medical School increased by approximately 60% while those in other schools and colleges increased by approximately 50%.

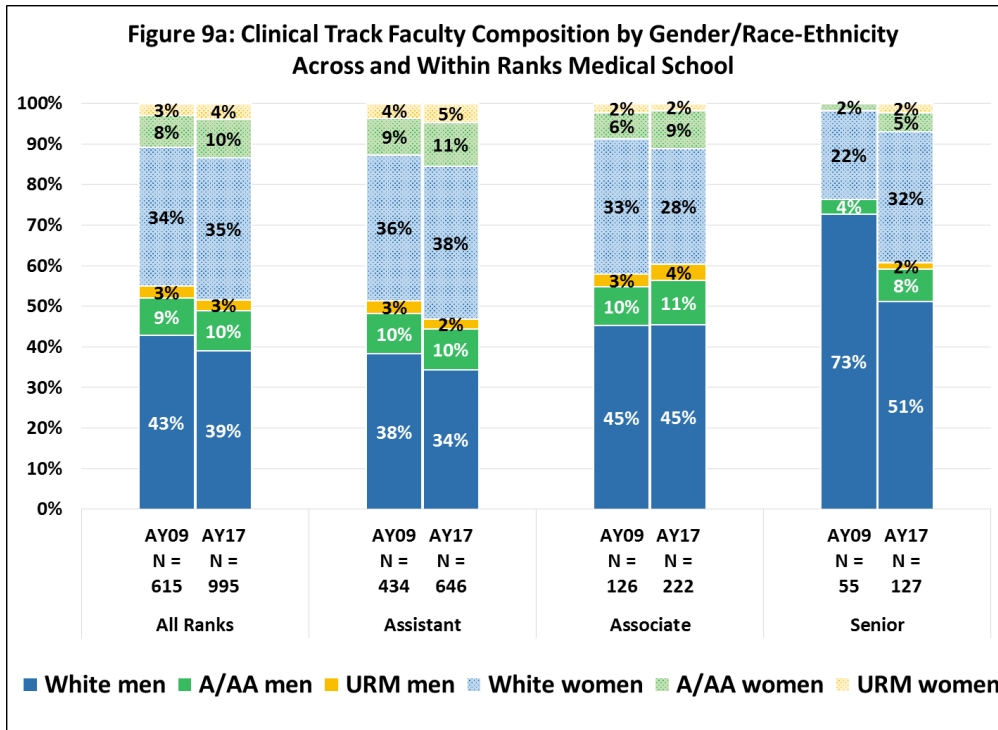


#### **Medical School: Clinical Track Was Generally Gender Balanced and Predominantly White**

Despite the growth in the number of clinical faculty in the Medical School, proportions by gender/race-ethnicity groups were remarkably similar in AY2009 and AY2017 (see Figure 9a on next page). Gender rates were fairly balanced; in AY2017 women represented 49% of the clinical Medical School faculty and men represented 51%. The proportion of women was lower at the more senior ranks; however, there was an increase in the percentage of women at the senior research scientist/professor rank: the rate

<sup>7</sup> The total number of clinical track faculty reported in Table 2 is inflated as individuals with joint appointments on the clinical track in different schools are counted in both places. Numbers reported in Figure 8 and 9a reflect unique counts of faculty.

grew from 24% in AY2009 to 39% in AY2017. Most of the faculty were white; in AY2017 the overall rate was 74%. Far fewer were Asian/Asian American (20%) or URM faculty (6%). There were fewer faculty of color at the more senior ranks.

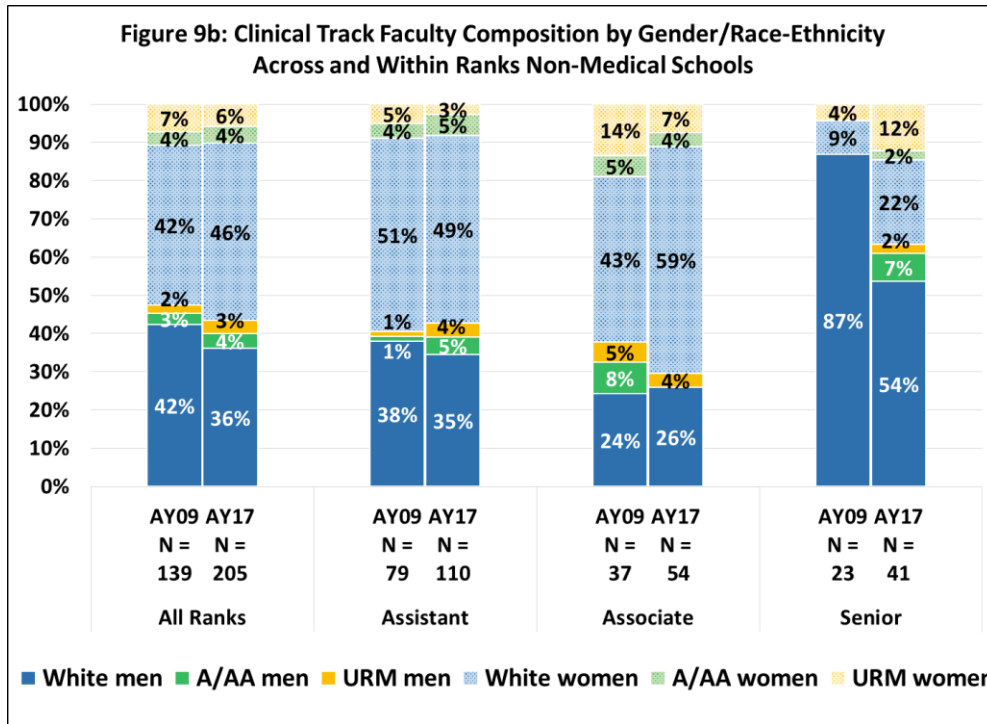


**Medical School: Comparison with Other Tracks**

In AY2017, there were proportionately more women on the Medical School clinical track (49%) compared to both the research (32%) and tenure tracks (33%) campus-wide. The rate of white faculty on the Medical School clinical track (74%) was similar to the tenure track (73%), but higher than the research track (58%). The rate of Asian/Asian American clinical faculty (20%) was also similar to the tenure track (17%), but lower than the research track (37%).

**Non-Medical Schools: There Were More Women Except at Senior Level; Few Faculty of Color**

As was the case for the Medical School, most clinical faculty with appointments in other schools were white: 84% in AY2009 and 82% in AY2017 (see Figure 9b on next page). However, in contrast to clinical faculty in the Medical School, slightly more faculty were female. Moreover, the proportion of white male faculty decreased over this time period (from 42% to 36%). However, the proportion of white male faculty was much higher at the most senior rank compared to more junior ranks, especially in AY2009 when men comprised 87% of senior faculty. The proportion of faculty of color was low and fairly stable across ranks at the two time points.



**Non-Medical Schools: Comparison with Other Tracks**

The proportion of male faculty on the clinical track in non-Medical schools (43%) was lower than on the research (68%) and tenure (67%) tracks campus-wide in AY2017. The proportion of female faculty was *higher* on the clinical track (56%) than research (32%) and tenure (33%) tracks, but not in the case of senior/full clinical faculty. There were also fewer Asian/Asian American faculty (8% on the clinical track compared to 37% and 17% on the research and tenure tracks, respectively). By contrast, there were proportionately more white faculty (82%) on the clinical track than the research (58%) and tenure (73%) tracks.

**HIRING**

We examined the rate of hiring onto the clinical track from AY2010 to AY2017 in two-year increments, separately for Medical School and non-Medical Schools. We considered:

- hiring rates by gender and by race-ethnicity within ranks;
- and in comparison with the tenure and research) tracks.

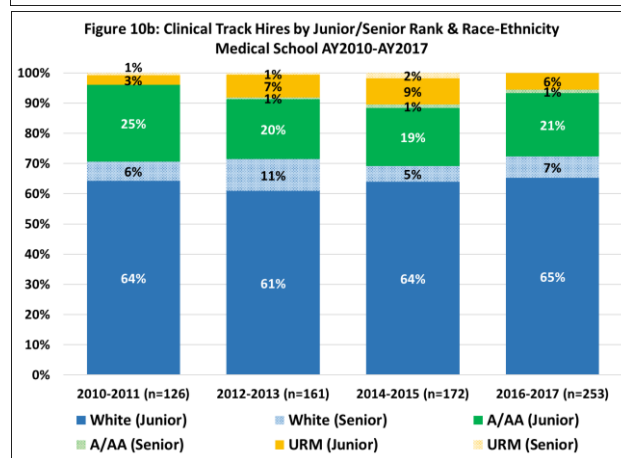
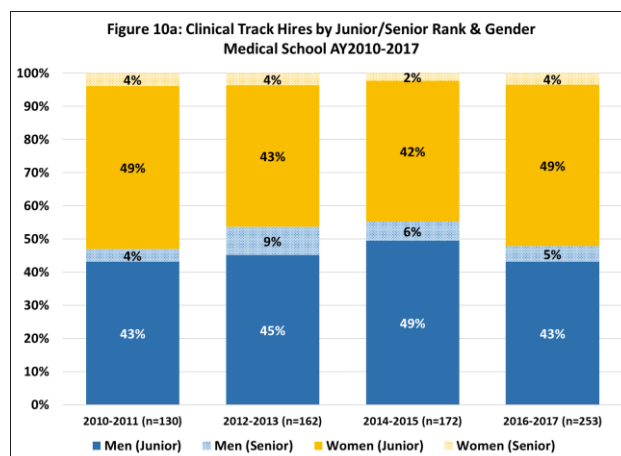
**Medical School: Hiring was Consistent Over Time by Gender and Predominantly White**

Clinical faculty hiring in Medicine by gender is presented in Figure 10a (on the next page). The rate of hiring women was slightly higher than that of men across this period. Almost all hiring was at the assistant professor level.

Figure 10b provides the same information for the three race-ethnicity groups. Two thirds of faculty hired over this time point were white (70% in AY2010-11 and 72% in AY2016-17). Approximately one quarter were Asian/Asian American (25% in AY2010-11 and 22% in AY2016-17). The remaining few hires were URM faculty. The data suggest a slight increase in the hiring of white and corollary decrease in the hiring of Asian/Asian American faculty over this time period. Rates for URM faculty were consistently low.

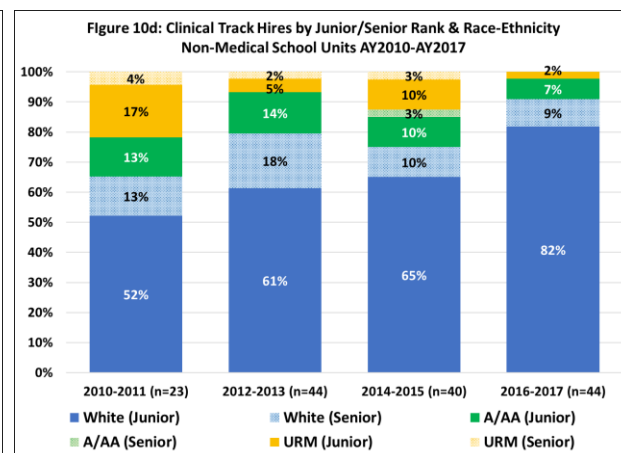
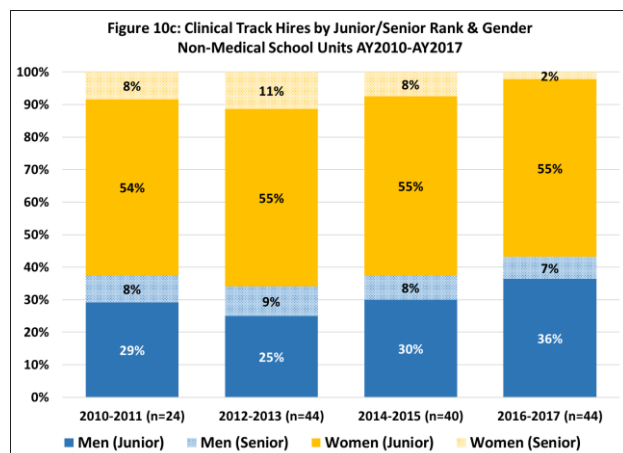
**Medical School: Comparison with Other Tracks**

Hiring rates for women were higher for Medical School clinical track faculty in AY2017 compared to that for research (38% in AY2016-17) and tenure (45% in AY2015) track faculty campus-wide. Similarly, rates of hire of white faculty were higher than on the research (52% in AY2016-17) and tenure (58% in AY2015) tracks. Hiring of Asian/Asian American faculty was similar to the tenure track (24%) and lower compared to the research track (42%) and the rate for URM faculty was comparable to that for research track faculty (7%) and lower than the rate for tenure track faculty (17% in AY2015).



**Non-Medical Schools: Most New Hires Were White and Slightly More Likely to be Female**

Figures 10c and 10d provide similar information on clinical faculty hiring for those in schools other than Medicine. More than half of the hires between AY2010 and AY2017 were women; however, there was a decline in this rate from AY2010-11 (62%) to AY2016-17 (57%). Hiring rates of women at the senior levels showed a marked decline (2% in AY2016-17 from an average 9% in the three previous time periods).



Most of the non-Medical clinical faculty hired during this time period were white and that rate increased considerably between AY2010-11 and AY2016-17 (65% to 91%). The proportion of clinical faculty hired

who were URM and Asian/Asian American declined over this same period; in AY2016-17 the rates were 2% and 7% respectively.

**Non-Medical Schools: Comparison with Other Tracks**

The hiring rate of non-Medical School clinical track women (57%) in AY2016-17 was higher than those for women on the research (38%) and tenure (45% in AY2015) tracks campus-wide. The hiring rate of white faculty was higher and hiring rates of faculty of color were lower than what we report for research and tenure track faculty.

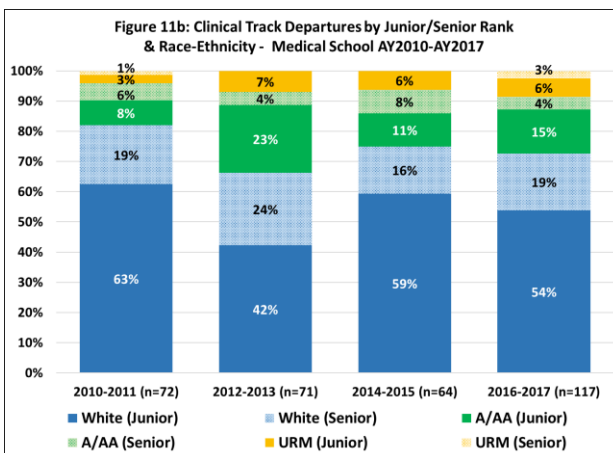
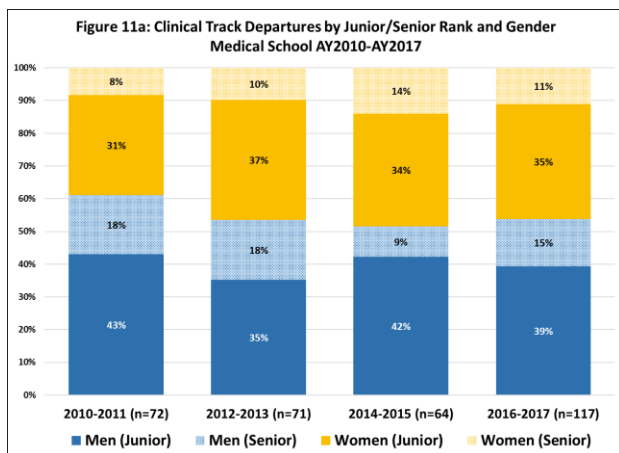
**ATTRITION**

We tracked the rate of faculty leaving the clinical track separately for Medical School and non-Medical School units for the same time period (AY2010 to AY2017) in two year increments. Unfortunately, we have little information about career paths for these faculty after they leave the clinical track (except those that move to the tenure track which is discussed below). However, we considered the percentage of all faculty who left the clinical track:

- by gender at junior and senior ranks;
- by the three race-ethnicity groups at the junior and senior ranks.

**Medical School: Most Faculty Who Leave are at the Junior Level and Most Are White**

On average, across the eight years considered here, 5% of women Medical School clinical faculty left this track annually; the rate for men was a similar 6%. Figure 11a depicts the percentages by gender of those who left the Medical School clinical track in two-year increments. Proportionately more of the faculty who left the clinical track were men (68% in AY2010 and 55% in AY2017); see Figure 11a. Most faculty departures were at the assistant professor level.

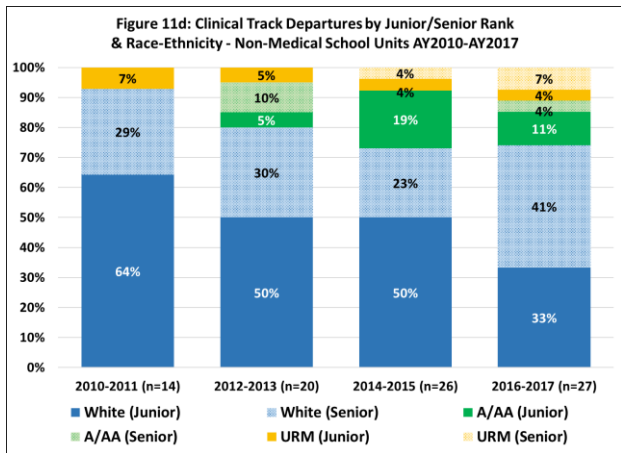
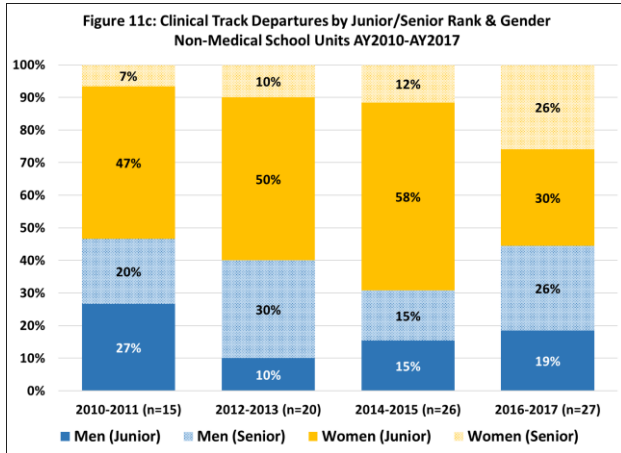


Average annual rates of leaving for faculty by race-ethnicity are as follows: 6% for URM and Asian/Asian American faculty and a similar 5% for white faculty. The highest proportion of faculty who left the Medical School clinical track were white (82% in AY2010-11 and 73% in AY2016-17); see Figure 11b; these data suggest a decrease in white faculty who left and an increase in faculty of color who left over time. In fact, proportionately more URM and Asian/Asian American faculty left the clinical track in AY2016-17 compared to AY2010-11.



**Non-Medical Schools: Numbers Are Too Small to Discern a Pattern**

The average annual departure rate of women in non-Medical School units across the eight years was 7%; the rate for men was 6%. The rates by race-ethnicity were 10% for Asian/Asian American faculty, 5% for URM faculty and 6% for white faculty. The number of non-Medical School faculty who left the clinical track in AY2010 and AY2017 is quite small and, thus, it is difficult draw any meaningful conclusions about patterns by either gender or race-ethnicity (see Figures 11c and 11d). However, we note a pattern of increasing departures of women at the senior ranks and a decrease of both male and female departures at the junior rank. We also note an increase in the proportion of departures for faculty of color and white senior faculty and a corollary decrease in the same rate for white junior faculty.



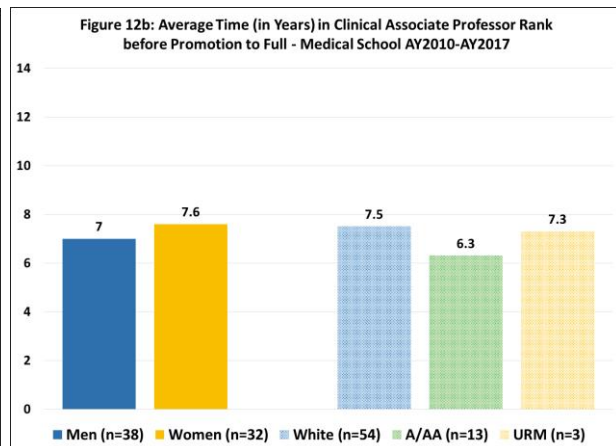
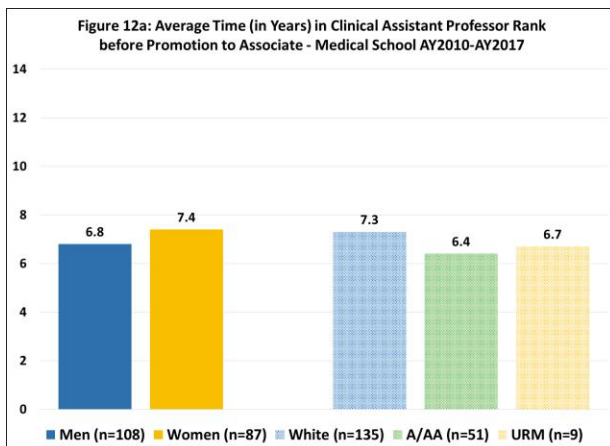
**TIME IN RANK**

We considered how long clinical assistant and associate professors were in rank prior to promotion for those promoted between AY2009 and AY2017 by gender and race/ethnicity. Another way to assess this issues is to consider actual promotion rates; unfortunately, the time frame was too short to do this with a sufficiently large sample. We assessed, for Medical School and non-Medical School units separately:

- years as assistant clinical professor before promotion to associate clinical professor by gender and race-ethnicity;
- years as associate clinical professor before promotion to clinical professor by gender and race-ethnicity.

**Medical School: There Was No Difference in Average Years in Rank by Gender or Race-Ethnicity**

For those who were promoted from assistant to associate clinical professor between AY2009 and AY2017, time in rank was similar by gender (7.4 years for women and 6.8 years for men); see Figure 12a.

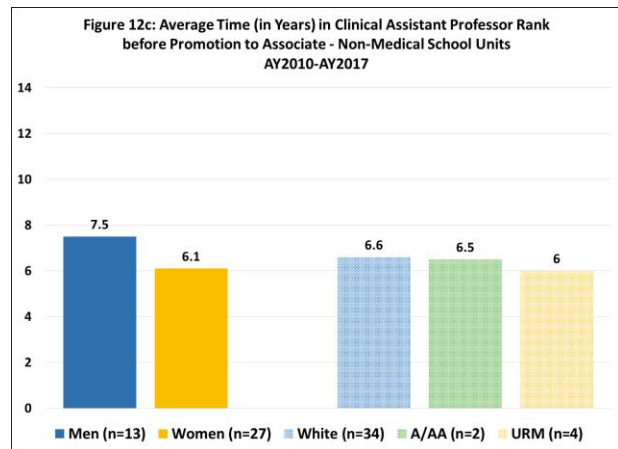


Time in rank was also generally similar by race-ethnicity: 7.3 years for white clinical faculty, 6.7 years for URM faculty and 6.4 years for Asian/Asian American faculty. These rates were not statistically different; however, the difference in average years between white and Asian/Asian American faculty approached statistical significance.

Average years in rank were similar by gender for those faculty promoted from associate to full (7.6 for women and 7 for men); see Figure 12b on previous page. The average for Asian/Asian American faculty was lowest (6.3) and the average for white faculty was highest (7.5); the average for URM faculty was 7.3 although the number of promoted URM faculty was quite low. None of these differences were statistically significant.

***Non-Medical Schools: There Was No Difference in Average Years in Rank by Gender or Race-Ethnicity***

Time in rank was similar across gender and race-ethnicity for those promoted from assistant to associate clinical professor for those in non-Medical Schools. Averages by gender were 6.1 for women and 7.5 for men (see Figure 12c). Averages by race-ethnicity were 6.5 for Asian/Asian American faculty, 6 for URM faculty, and 6.6 for white faculty. There were no statistically significant differences in these numbers. Numbers were too small to assess years in rank by gender or race-ethnicity for those promoted from associate to clinical professor.



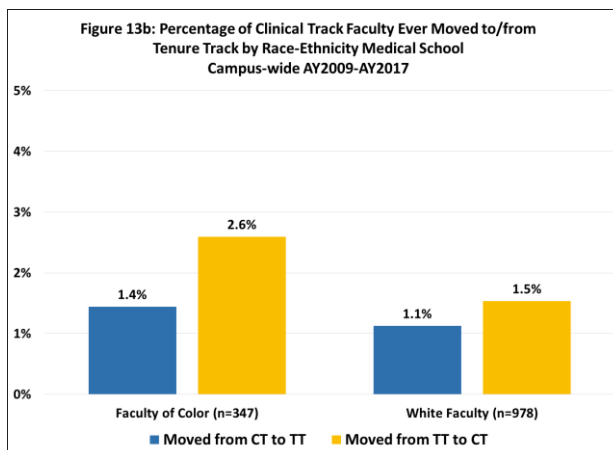
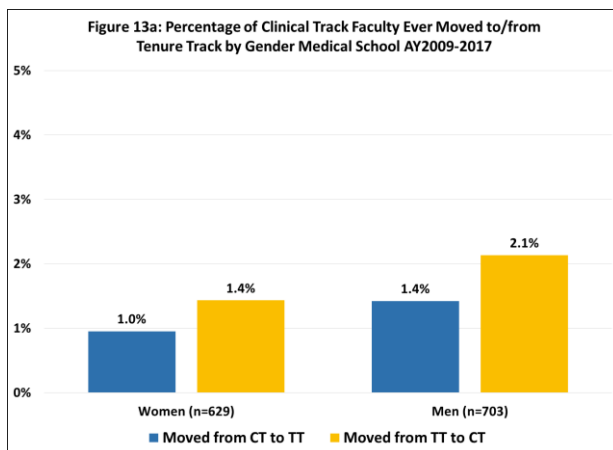
**MOVEMENT ACROSS TRACKS**

As is the case for research track faculty, we have very little information about the career paths of faculty when they enter or leave the clinical track. We are, however, able to identify those who came to the clinical track from the UM tenure track or moved to the UM tenure track from the clinical track over the time period reviewed here. We considered, separately by Medical School and non-Medical School faculty:

- the rate at which faculty entered the clinical track from the tenure track by gender and race-ethnicity;
- the rate at which faculty left the clinical track for the tenure track by gender and race-ethnicity;

***Medical School: Few Faculty Moved To or From Tenure Track***

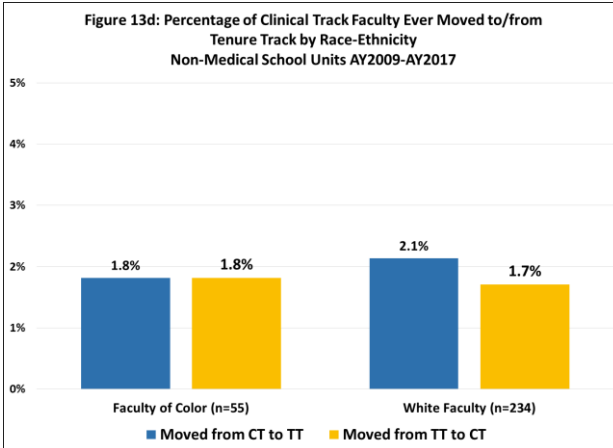
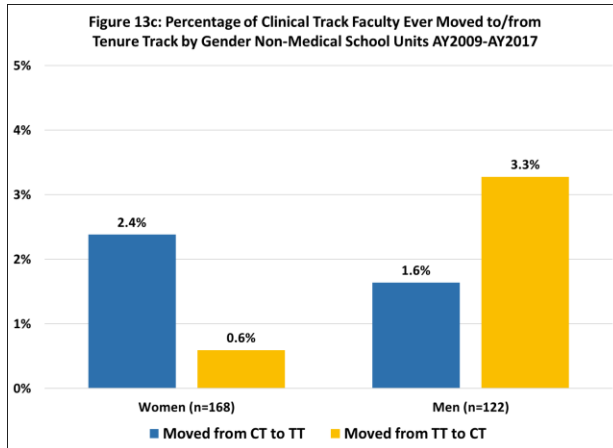
Few clinical track faculty in Medicine moved to or from the tenure track. We assessed the changes separately by gender and race-ethnicity. Only one percent of female clinicians (six women) and 1.4% of male clinicians (10 men) moved from the clinical track to the tenure track (see Figure 13a on next page). Similarly, 1.4% of women (9) and 2.1% of men (15) moved from the tenure track to the clinical track.



Few of the faculty of color moved between the clinical and tenure tracks between AY2009 and AY2017: 1.4% (5) moved from the clinical track to the tenure track (see Figure 13b); slightly more (2.6%; 9) moved from the tenure track to the clinical track. Similarly, few white faculty moved to or from the tenure track over this same time period; 1.1% (11) moved from the clinical track to the tenure track and 1.5% (15) went from the tenure track to the clinical track.

**Non-Medical Schools: Few Faculty Moved To or From Tenure Track**

Similarly, very few clinical faculty who were in schools outside of Medicine moved to or from the tenure track. By gender, four women (2.4% of all women) and two men (1.6% of all men) moved from the clinical track to the tenure track (see Figure 13c). Only one woman (.6%) and four men (3.3%) moved onto the clinical track from the tenure track.



Across this time period only one (1.8%) of the faculty of color on the clinical track moved onto the tenure track and only one (1.8%) moved to the clinical track from the tenure track (see Figure 13d). Slightly more, but still few, of the white faculty moved to (5, 2.1%) or from (4, 1.7%) the tenure track.

**CHANGE OVER TIME**

Our final consideration of the clinical track faculty summarizes much of the previously presented data by depicting the movement of faculty onto, within, and off the clinical track from AY2010 through AY2017.

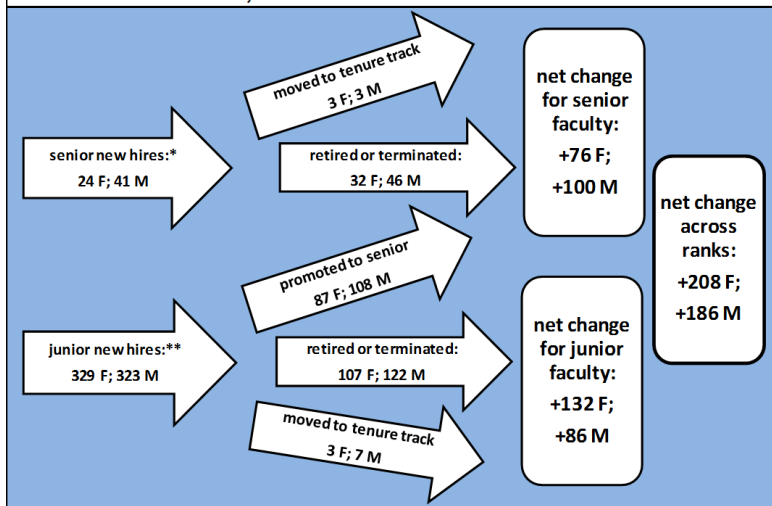
**Medical School: More Women Were Added to the Clinical Track, Especially at Junior Level**

Figure 14a (on next page) summarizes the changes over time in Medical School clinical faculty composition from AY2010 to AY2017 by gender. Over this time period the number of men and women

hired onto the clinical track at the assistant level were similar (over 300 in each case); however, twice as many men were hired at senior levels compared to women (although the total number of senior hires was much smaller). Few moved to the tenure track as junior or senior clinical faculty (a total of 16 over this time period). More men than women left the clinical track at the junior and senior levels and more men than women were promoted from assistant to senior levels.

Overall, these changes resulted in a larger net gain of women at the assistant level (an increase of 132 women compared to 86 men) but a larger net gain of men at the senior levels (an increase of 100 men and 76 women).

**Figure 14a: Medical School - Change in Number of Clinical Faculty by Jr/Sr Status & Gender, AY2010 to AY2017**

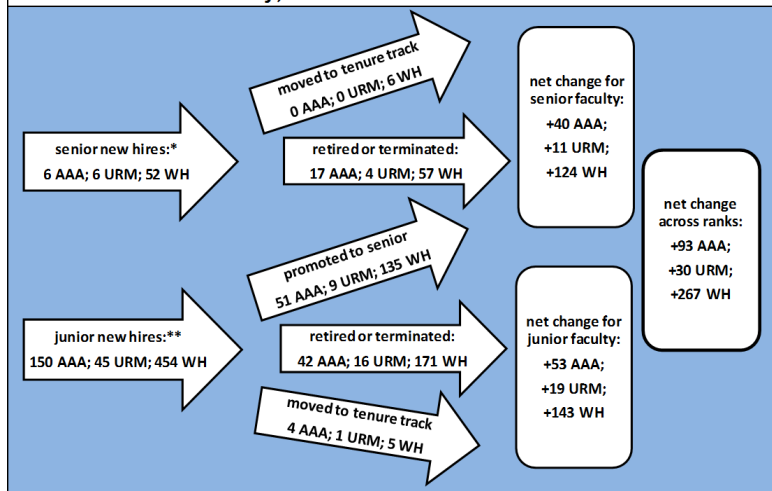


\* Includes 1 M hired from the tenure track; \*\* Includes 9 F & 15 M hired from the tenure track

**Medical School: Two Thirds of Faculty Added to Clinical Track Were White**

Figure 14b provides the same information by race-ethnicity. Far more white faculty were hired onto the Medical School clinical track at both junior and senior levels. Similarly, far more white faculty were promoted from junior to senior levels and far more white faculty left the clinical track. Very few faculty moved to the tenure track from the clinical track; most of these (11) were white and only one was URM. As a result, the net over time change in clinical faculty makeup by race-ethnicity was an increase of 143 white faculty at the junior level and an increase of 124 white faculty at the senior level. Numbers increased for faculty of color as well; however, the increases were much smaller: a total of 93 additional Asian/Asian American faculty and an additional 30 URM faculty at the junior and senior levels.

**Figure 14b: Medical School - Change in Number of Clinical Faculty by Jr/Sr Status and Race-Ethnicity, AY2010 to AY2017**



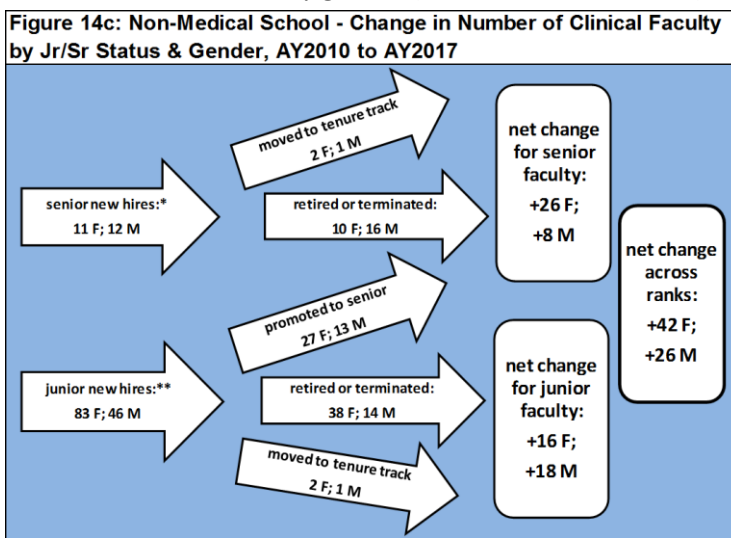
\* Includes 1 WH hired from the tenure track; \*\* Includes 9 AAA, 1 URM, 15 WH hired from the tenure track

**Medical School: Comparison to Other Tracks**

Proportionately more women were added to the Medical School clinical faculty compared to the research track; but the rate was significantly lower than the proportion of women added to the tenure track. Far more white faculty were ultimately added to the Medical School clinical track compared to what we find for faculty on the tenure track, particularly at the junior level. More faculty of color were added to the research track.

**Non-Medical School: More Women Were Added to the Clinical Track, Especially at the Senior Levels**

Figure 14c provides information for non-Medicine clinical faculty by gender. Nearly twice as many female as male faculty were hired into the assistant professor rank from AY2010 to AY2017 (83 women and 46 men); hiring rates at the senior levels were low and similar by gender (11 women and 12 men). Few moved to the tenure track from either the junior or senior clinical faculty levels. More than twice as many women left the clinical track at the junior level and twice as many women were promoted. Slightly more men left the clinical track at senior levels. A total of six faculty moved from the clinical track to the tenure track (including 4 women). These changes resulted in a similar increase by gender at the junior level over this nine-year period: an increase of 16 women and 18 men. At the senior levels, the increase for women was higher than that for men: 26 women and 8 men from AY2010 to AY2017.

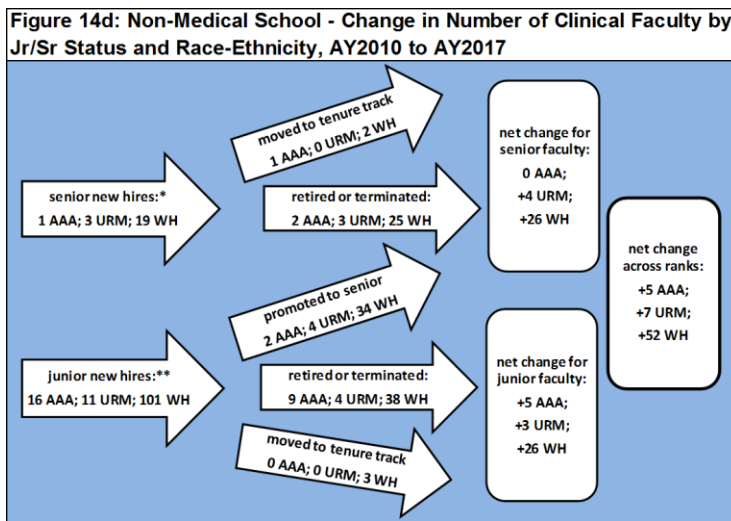


\* Includes 1 M hired from the tenure track; \*\* Includes 1 F & 3 M hired from the tenure track

**Non-Medical Schools: Most Faculty Added to the Clinical Track Were White**

Most of the assistant clinical non-Medical School faculty hired between AY2010 and AY2017 were white (101 white and 27 faculty of color); see Figure 14d. Only three faculty at this rank moved to the tenure track during this time period (all white faculty). Nearly all of those promoted were also white. Similarly, most of those who left the clinical track at the assistant professor level were white.

Most of the faculty hired onto the clinical track at the senior levels were white as well (although the total number of faculty hired into these ranks was low). Only three faculty moved to the tenure track from the clinical track at the senior level (two were white). Thirty faculty left the clinical track at senior levels and, again, most of these were white faculty. These changes resulted in a net increase of 52 white faculty on the non-Medical School clinical track between AY2010 and AY2017; the increases for faculty of color were small: 5 Asian/Asian American faculty and 7 URM faculty.



\* Includes 1 WH hired from the tenure track; \*\* Includes 1 URM & 3 WH hired from the tenure track

**Non-Medical Schools: Comparison to Other Tracks**

The pattern of increases by gender (that is, more women than men) was similar to that for tenure track faculty; however, proportionately the increase for women was much higher on the tenure track. The rate of increase of white faculty was higher than that for tenure and research faculty.

## **SUMMARY FOR CLINICAL TRACK**

### ***Medical School***

The gender and race-ethnicity composition of Medical School clinical faculty was generally stable over time, despite an increase in size. Slightly more faculty were male; however there were proportionately more women on the clinical track than on the research or tenure tracks. Faculty were predominantly white, and nearly all white at the senior level. Hiring was generally equal by gender but most new hires were white. The increase in faculty was predominantly female at the junior rank and male at the senior ranks. Hiring of Asian/Asian American faculty on the clinical track was similar to that for tenure track faculty but lower compared to the research track; by contrast the rate of hire of URM faculty on the clinical track was similar to that for research track faculty but lower than that for tenure track faculty.

### ***Non-Medical Schools***

As was the case for Medical School clinical faculty, most clinical faculty with appointments in other schools were white; however, the proportion of white men decreased and the proportion of white women increased over time. Nevertheless, the proportion of white faculty was higher for non-Medical School clinical faculty than tenure or research track faculty. The proportion of faculty of color was low and fairly stable and proportionately lower than that of tenure and research track faculty. Most of the faculty hired were white and their rate of hiring increased over time; slightly more than half of new hires were female.

\*\*\*\*\*

## WORK ENVIRONMENT FOR RESEARCH AND CLINICAL TRACK FACULTY

In the fall of 2012 ADVANCE conducted a campus-wide survey of faculty to assess their experiences of their work environment. Faculty on all three tracks (tenure, research and clinical) were surveyed. Following is a summary of key findings from that assessment that describe the climate and work environment for faculty on the research and clinical tracks. We considered differences by gender and race-ethnicity (in this case we could only compare white faculty to faculty of color because of small numbers), as well as by track. For some variables we were also able to examine possible change from AY2006 when a similar survey was conducted. For all of these analyses, clinical track faculty were restricted to those in the Medical School.

We examined differences:

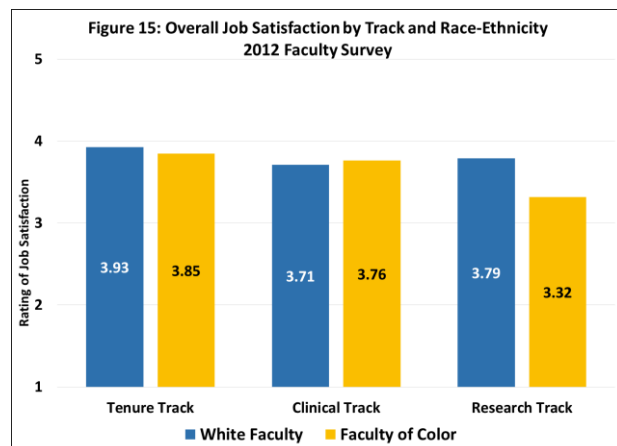
- by gender and race-ethnicity;
- by track;
- and over time when possible.

### SATISFACTION

We assessed level of work satisfaction with two variables: overall job satisfaction and intention to stay at UM.

#### ***Job Satisfaction: Research Track Faculty of Color Reported Lower Job Satisfaction***

Faculty were asked how satisfied they were with their current position on a 5-point scale from very dissatisfied to very satisfied. Generally, rates were above the midpoint (3.87 overall). However, looking at race within track revealed some important differences. Specifically, faculty of color on the research track reported statistically significantly lower overall job satisfaction compared to white faculty on the research track as well as compared to faculty of color on the two other tracks (see Figure 15). There were no differences on this measure by gender.



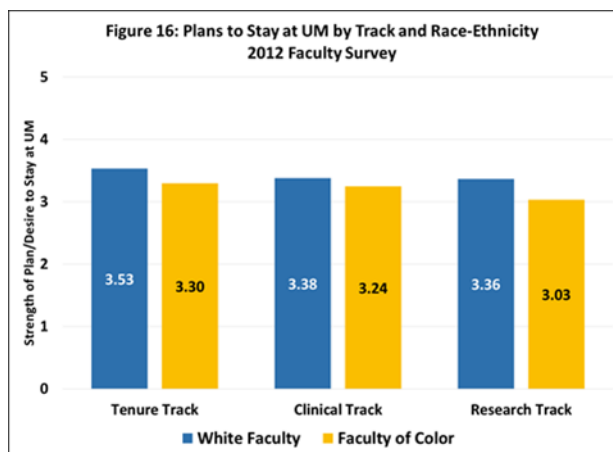
We had similar data for faculty across tracks in 2006. We previously reported<sup>8</sup> that tenure track faculty reported significantly higher job satisfactions in 2012 compared to 2006. We did not find a statistically significant over time difference for faculty on the clinical and research tracks.

#### ***Intention to Stay: Faculty of Color Across Tracks Reported Lower Mean Scores***

Faculty were asked two items about their longer term intentions: how often do you think about leaving UM and how likely is it that you will stay at UM for your entire career (asked on a 5-point scale). The items were combined (after the first item was reverse scored) to create a composite measure of interest in staying at UM. Generally, the mean score was slightly above the midpoint on this scale (3.43). There were no statistical differences in mean scores by track or gender. There was, however, a race-ethnicity difference: faculty of color, across tracks, reported a significantly lower mean score compared to white faculty (see Figure 16 on next page).

<sup>8</sup> See our report, *Assessing the Academic Work Environment for Tenured/Tenure-Track Faculty at the University of Michigan in 2006 and 2012*; <http://advance.umich.edu/resources/ADVANCE-2012-R2-FullReport.pdf>

We did have over time data for one of the variables considered here: “How often do you think about leaving?” There was a statistically significant improvement on this score from 2006 to 2012 for all faculty regardless of track (i.e., fewer faculty reported that they thought about leaving in 2012). Nevertheless, the race-ethnicity difference was the same both years; faculty of color were more likely than white faculty to report that they thought about leaving at both time points.



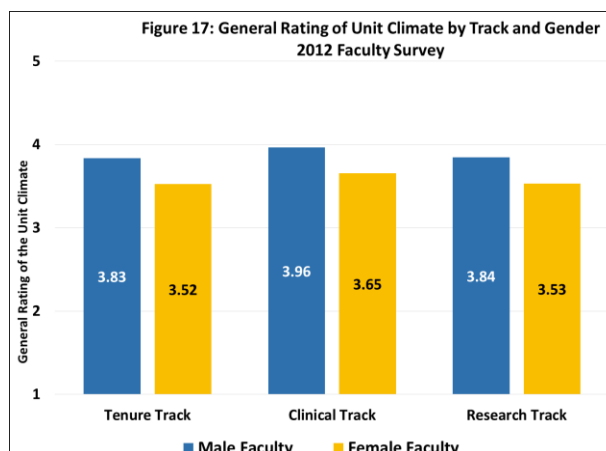
## CLIMATE

We examined faculty experiences of the climate with two variables: department climate and climate related to gender and race-ethnicity. We also considered reported experiences of sexual harassment.

### ***Department Climate: Across Tracks Women Reported Less Positive Department Climate***

A general department climate composite measure (comprised of a department climate rating, felt surveillance scale, and two items concerning the chair: chair is fair and creates a positive environment) produced a statistically significant difference by gender: women across tracks reported a less positive department climate compared to men (see Figure 17). There were no statistically significant differences within gender by track.

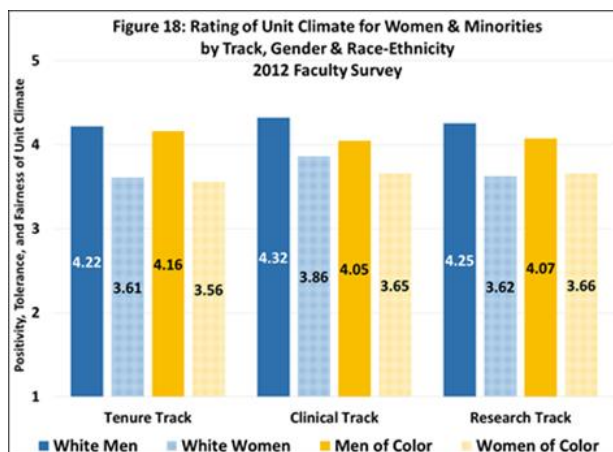
We were also able to assess over time changes (from 2006 to 2012) in the department climate measure. As for job satisfaction, we found average rating of the department climate for tenure track faculty improved significantly. There was a similar trend that approached statistical significance ( $p=.06$ ) for clinical faculty, but no improvement for research track faculty.





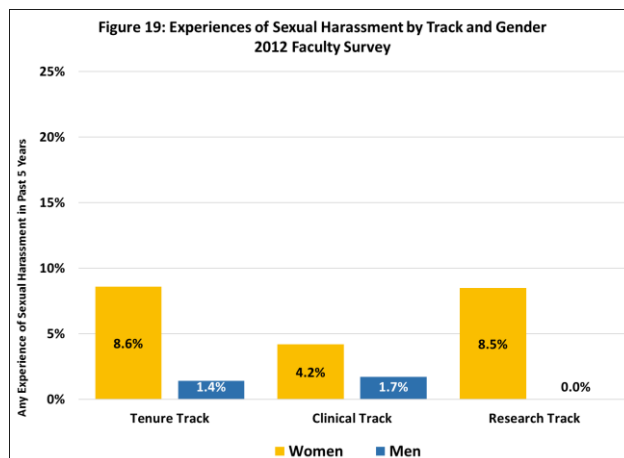
**Climate Related to Gender and Race-Ethnicity: Women and Faculty of Color Across Tracks Reported Lower Mean Scores**

A composite measure (comprised of a measure of tolerance of environment, gender egalitarianism scale, tokenism scale, and one chair item: chair is committed to racial-ethnic diversity) produced two main effects: gender and race-ethnicity. Women and faculty of color reported a significantly less positive climate related to gender and race-ethnicity compared to men and white faculty in 2012; this finding was consistent across tracks (see Figure 18). However, over time assessment of the climate related to gender and race-ethnicity revealed significant improvement for faculty on all three tracks.



**Sexual Harassment: More Research and Tenure Track Women Reported Sexual Harassment than Clinical Track Women**

Faculty were asked if they had experienced sexual harassment (described in the survey as unwanted sexual attention) within the past five years. Assessments within tracks revealed that women on the research and tenure tracks reported higher levels of sexual harassment compared to their male colleagues (see Figure 19). However, there were no statistically significant track differences in women’s reports of sexual harassment. Moreover, women’s level of reported experiences of sexual harassment did not change from 2006 to 2012, regardless of track.



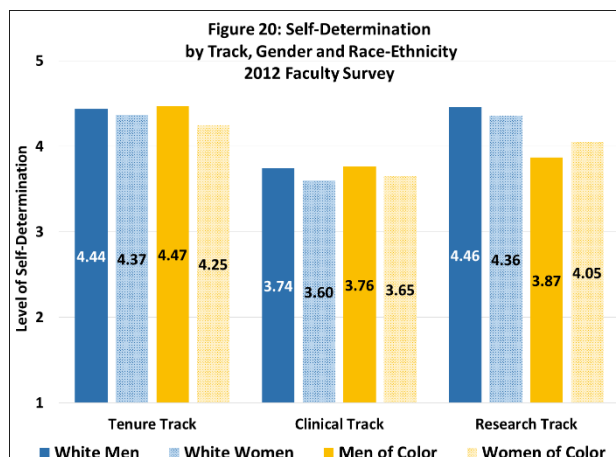
**WORK EXPERIENCES**

We assessed several other measures of faculty work experiences including their sense of work autonomy and self-determination, having a mentor (in the case of junior faculty) and the extent to which parenting demands (for those with children) affect their work.

**Self-Determination: Research and Tenure Track Faculty Reported More**

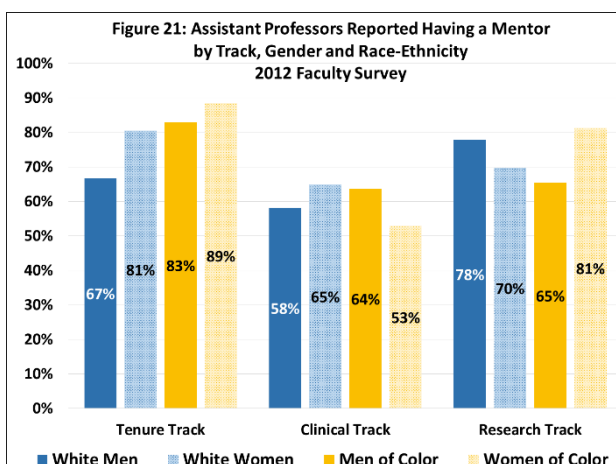
Faculty’s sense of autonomy or self-determination was measured using a combined mean rating of three items (I can decide on my own how to go about doing my work; I have significant autonomy in determining how I do my job; and I have considerable opportunity for independence and freedom in how I do my job). The items were rated on a 5-point agreement scale, with a five representing the highest level of agreement.

Faculty on the research and tenure tracks reported significantly higher levels of self-determination compared to faculty on the clinical track. Moreover, within the research track, white faculty reported significantly higher levels of self-determination compared to faculty of color (see Figure 20). There were no statistically significant differences by gender on this measure.



***Mentoring: Assistant Clinical Faculty Less Likely to Report Having a Mentor***

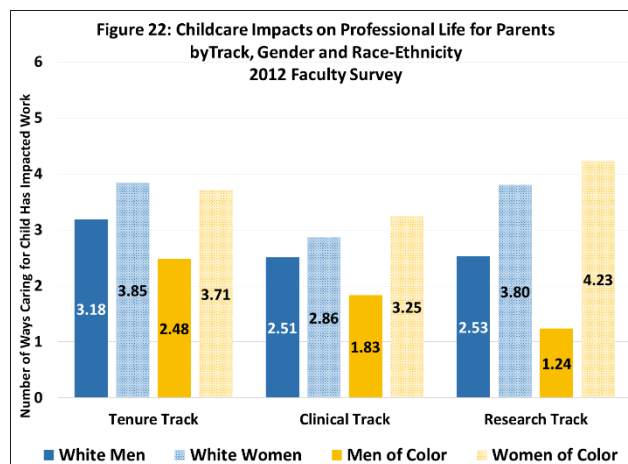
Faculty were asked if they had at least one mentor; 50% or more of those at the assistant level reported having a mentor and, in most cases, the percentage was higher. However, analyses of faculty at the assistant level revealed a difference by track: those on the clinical track were significantly less likely to report having a mentor compared with those on the research and tenure tracks (see Figure 21).



There were no statistically significant differences within track by gender or race-ethnicity.

***Faculty with Children: Women More Likely to Report Negative Work Disruptions Than Men but Women Clinicians Report Fewer Disruptions than Women on Other Tracks***

Faculty who had children under age 18 were asked if they had six different work experiences related to their childcare responsibilities (work disruptions during the day, inability to work evening or weekends, professional travel curtailed, unexpected time away from work, opportunities not offered, and opportunities not taken).



On average, women on each track reported statistically significantly more such experiences compared to their male counterparts. Moreover, women on the research track (and tenure track) reported more experiences of childcare impinging upon their work compared to women on the clinical track. Men on the research and clinical tracks reported, on average, fewer instances than men on the tenure track (see Figure 22).

## **SUMMARY OF CLIMATE STUDY FINDINGS**

### ***Climate and Work Environment for Research Track Faculty***

Faculty of color on the research track reported lower job satisfaction and lower intention to stay at UM compared to white faculty colleagues. Similarly, women reported a less positive department climate and women and faculty of color reported a less positive climate related to gender and race-ethnicity compared to men and white faculty. Women also reported more experiences of sexual harassment than their male colleagues.

In cases where we had data to assess change over time, we found no improvement in job satisfaction rating or assessment of the department climate for faculty on the research track. There was, however, a significantly more positive average rating of the climate related to gender and race-ethnicity over time.

Most assistant research scientists/professors reported that they had a mentor and there were no differences on this by gender or race-ethnicity. Ratings of self-determination were higher for white faculty compared to faculty of color. Women reported more experiences of child care demands impinging upon their work compared to men.

### ***Climate and Work Environment for Clinical Track Faculty***

There were no differences by gender or race-ethnicity on the measure of job satisfaction for clinical faculty. However, clinical faculty of color reported less intention to stay at UM compared to their white colleagues. We found no over time improvement in job satisfaction ratings for faculty on the clinical track. There was, however, a statistically significant increase in their climate related to gender and race-ethnicity rating from 2006 to 2012 and a trending improvement in the department climate rating.

There were no differences by gender or race-ethnicity on clinical faculty ratings of self-determination or having a mentor. Women reported more experiences of childcare responsibilities negatively affecting work compared to men.

### ***Summary of Comparisons by Track***

Faculty of color on the research track reported lower job satisfaction than faculty of color on the clinical and tenure tracks. By contrast, faculty on the research and tenure tracks reported higher levels of self-determination compared to faculty on the clinical track.

Assistant level faculty on the research and tenure tracks were more likely to report having at least one mentor compared to their colleagues on the clinical track. Women clinical faculty were less likely to report that child care experiences affected their ability to do their work compared to women on the research and tenure tracks. Similarly, men on both the research and clinical tracks were less likely to report the negative implications of child care demands on their work compared to tenure track men.

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## SUMMARY AND CONCLUSIONS

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There was substantial growth in the number of faculty on the clinical and research tracks over the time period examined. Despite this growth the demographics by gender and race-ethnicity remained fairly stable. Clinical track faculty were generally equally represented by gender. However, on the research track, women represented approximately one-third of the faculty; their hiring increased slightly but only at the junior level; across ranks it was quite stable over time. The proportion of women hired onto the research track was lower than the same for the tenure track in the last year considered; moreover, hiring of women had increased over time on the tenure track. These differences suggest that that efforts to increase gender diversity of the faculty have been more successful in the case of tenure track faculty than for research track faculty.

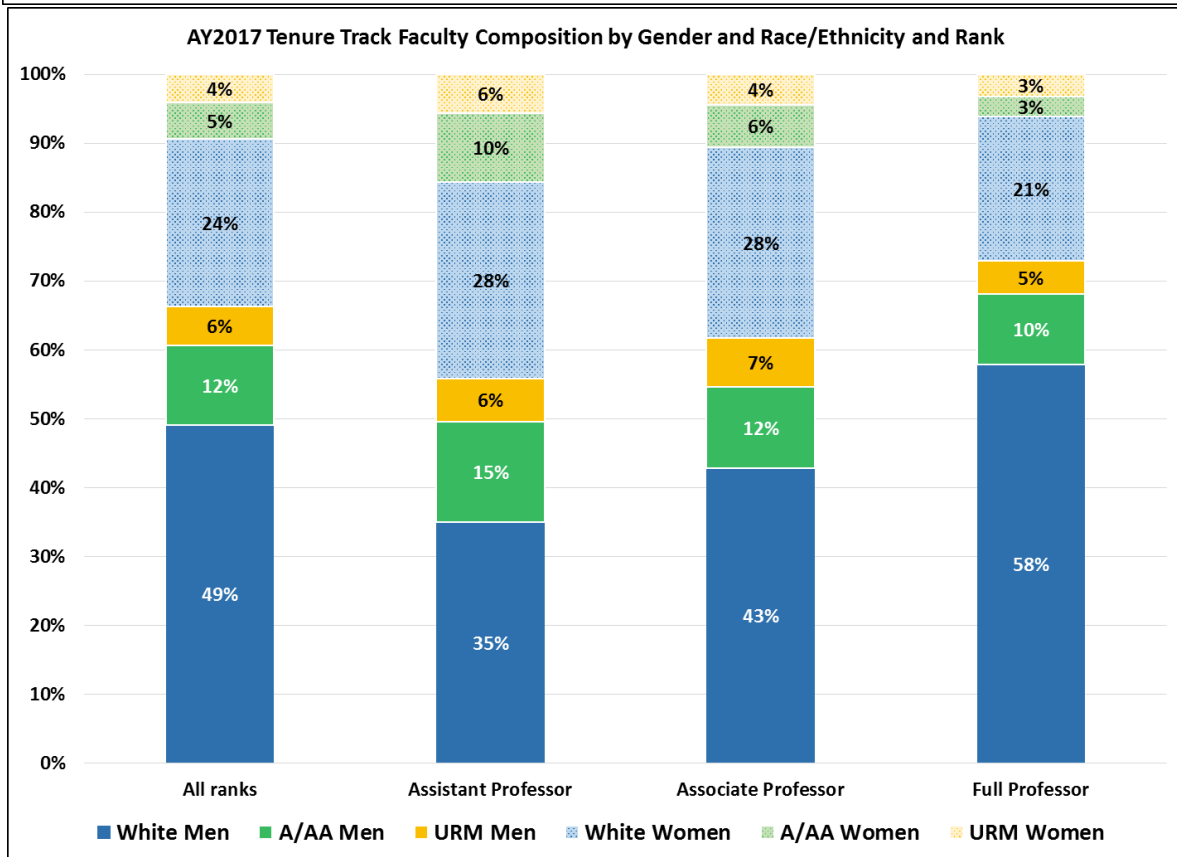
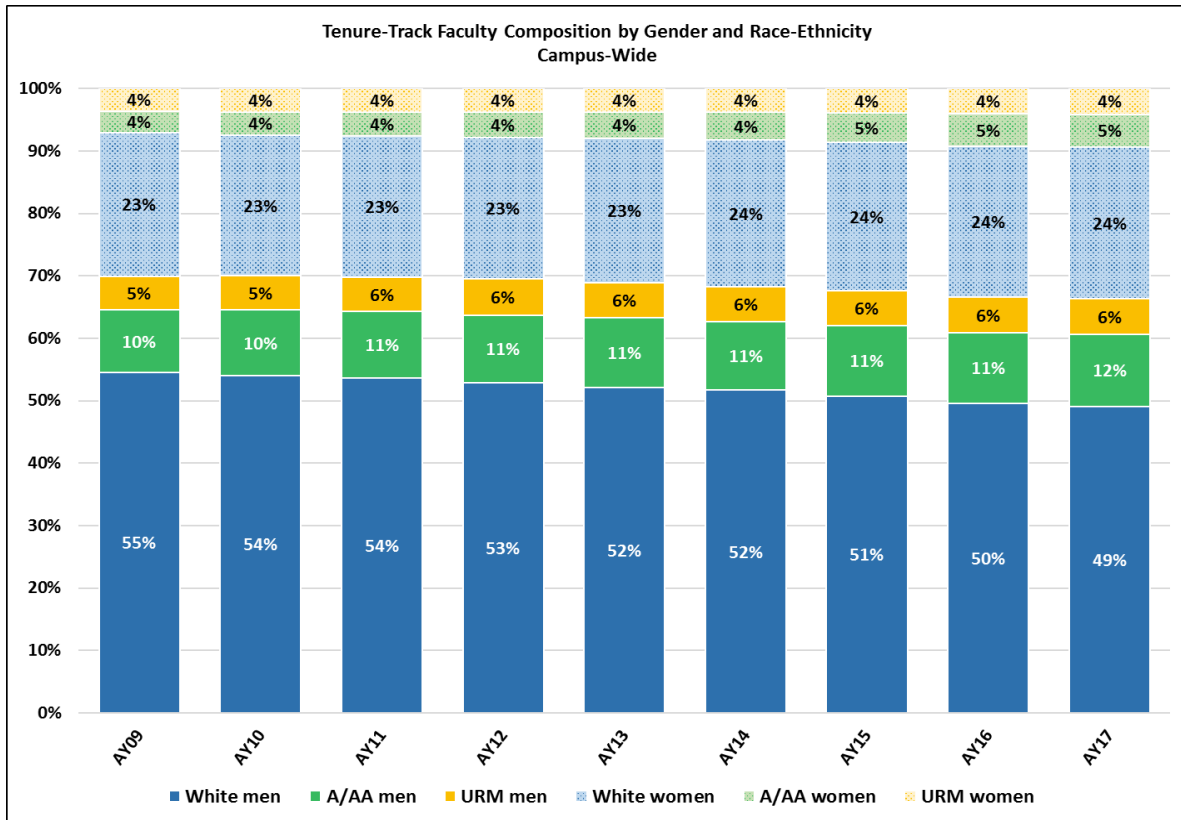
Similar to the faculty on the tenure track, the percentages of faculty of color were generally low, especially at the senior levels. However, proportionately, there were more Asian/Asian American faculty on the research track compared to the tenure track and the hiring rate for Asian/Asian American faculty was higher on the research track compared to tenure track faculty. Hiring rates of URM faculty were, by contrast, lower. As was the case for the research track, the clinical track was predominantly white. Most new clinical faculty hires were white; however, there was also an increase in Asian/Asian American clinical faculty in the Medical School.

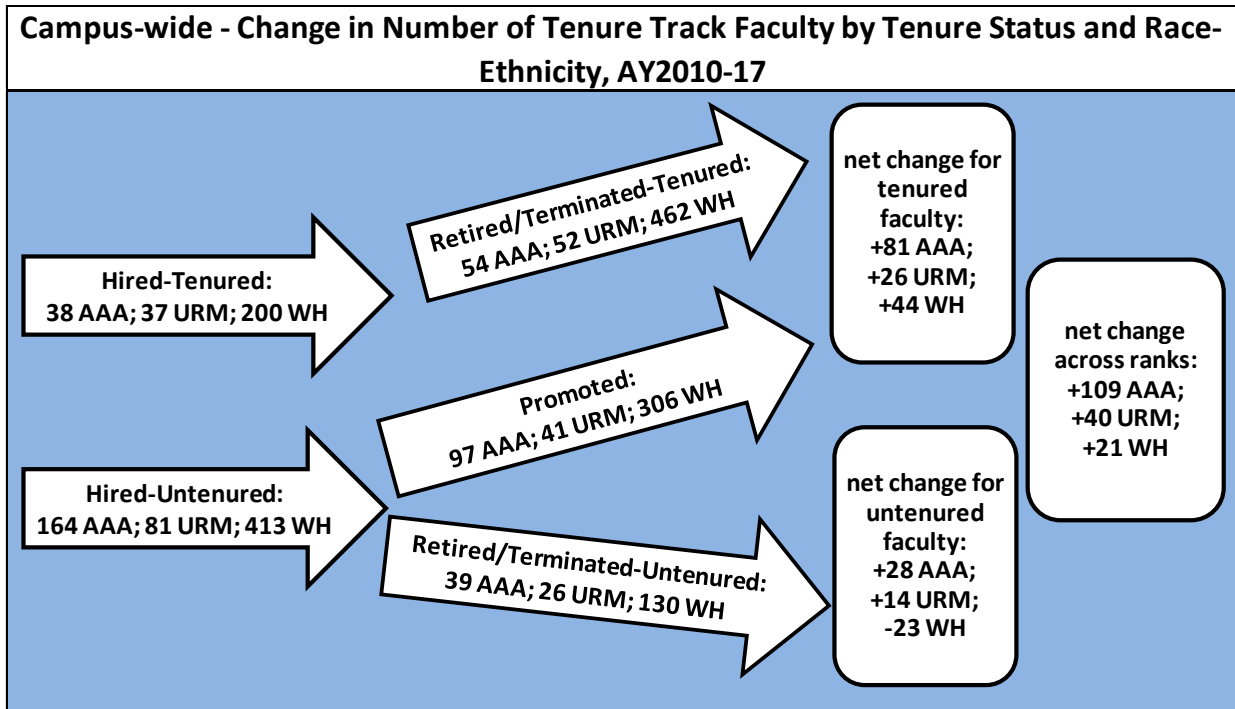
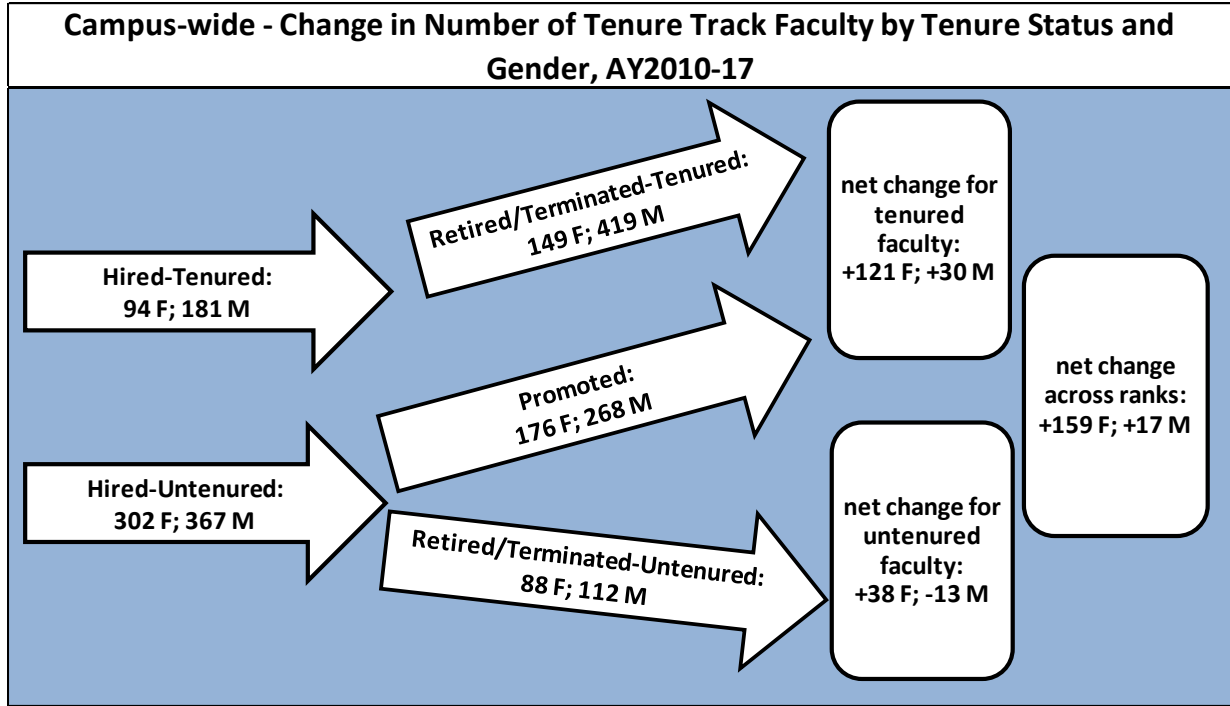
We have little information about career paths for faculty on the research and clinical tracks and their reason for choosing and leaving these positions. Nor do we, as yet, have sufficient data to assess promotion rates. We do know that some faculty move from these tracks to the tenure track. The rates at which clinical and research track faculty moved onto the tenure track were small for the period considered here. Nevertheless, most of these faculty were white, which may have important implications for efforts to create a more racially-ethnically diverse faculty on the tenure track, particularly in STEM areas where most research and clinical track faculty currently reside.

The lower numbers of women, particularly on the research track, and URM faculty on both tracks, relative to white men, may help explain the more negative reporting of the work environment by members of these groups. The lack of over time improvement in job satisfaction and experiences of some areas of the climate for faculty on these tracks is also concerning, particularly since we did find improvement in some of these areas for women and faculty of color (and also white men) on the tenure track.

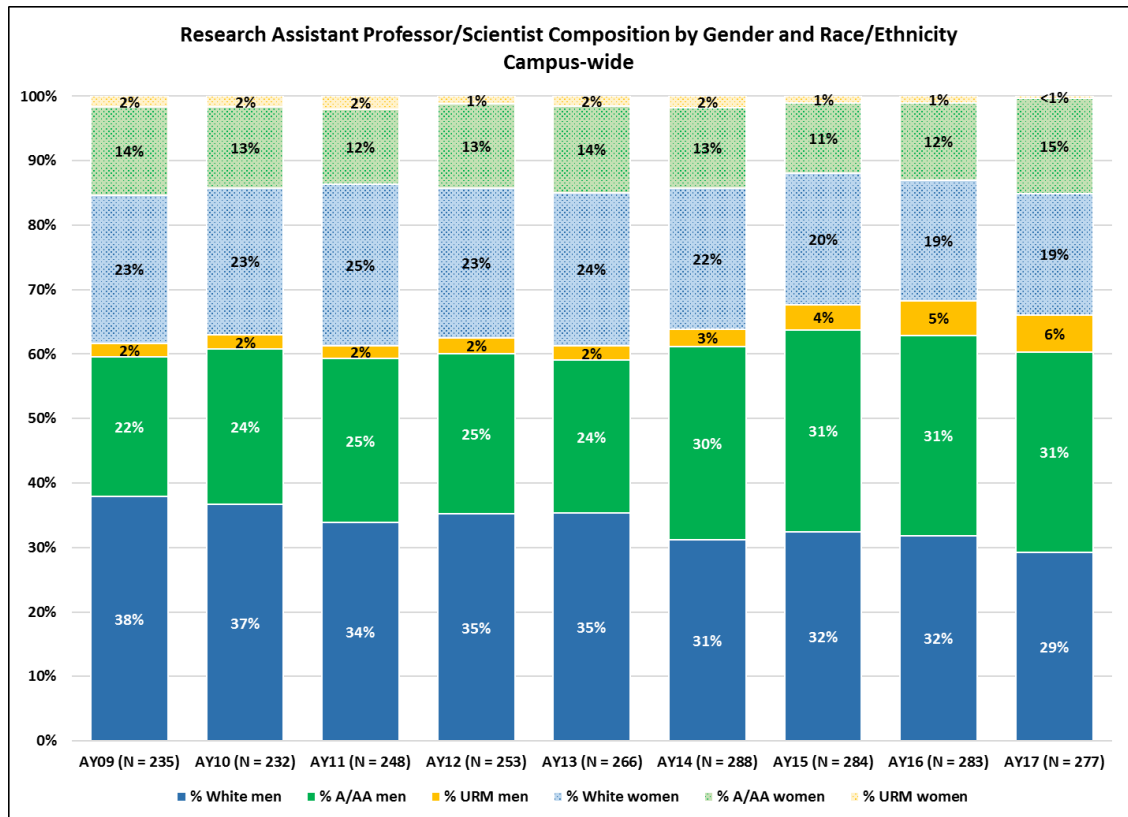
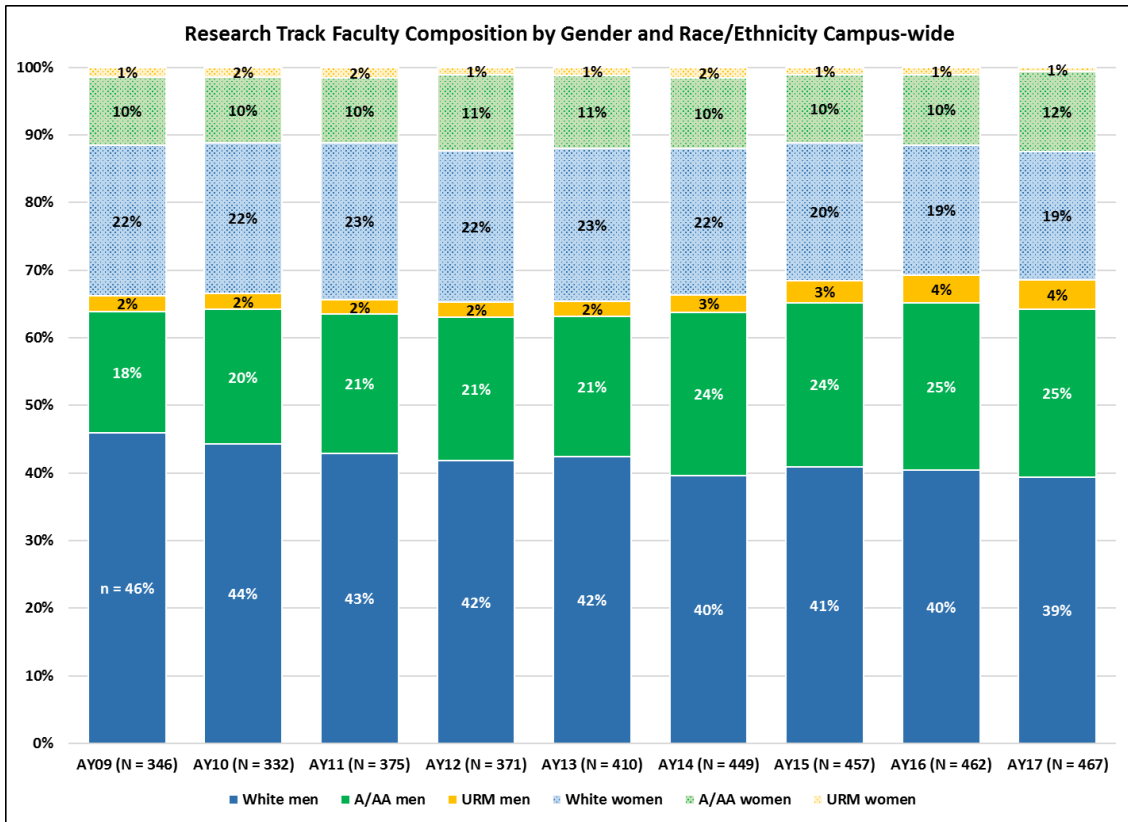
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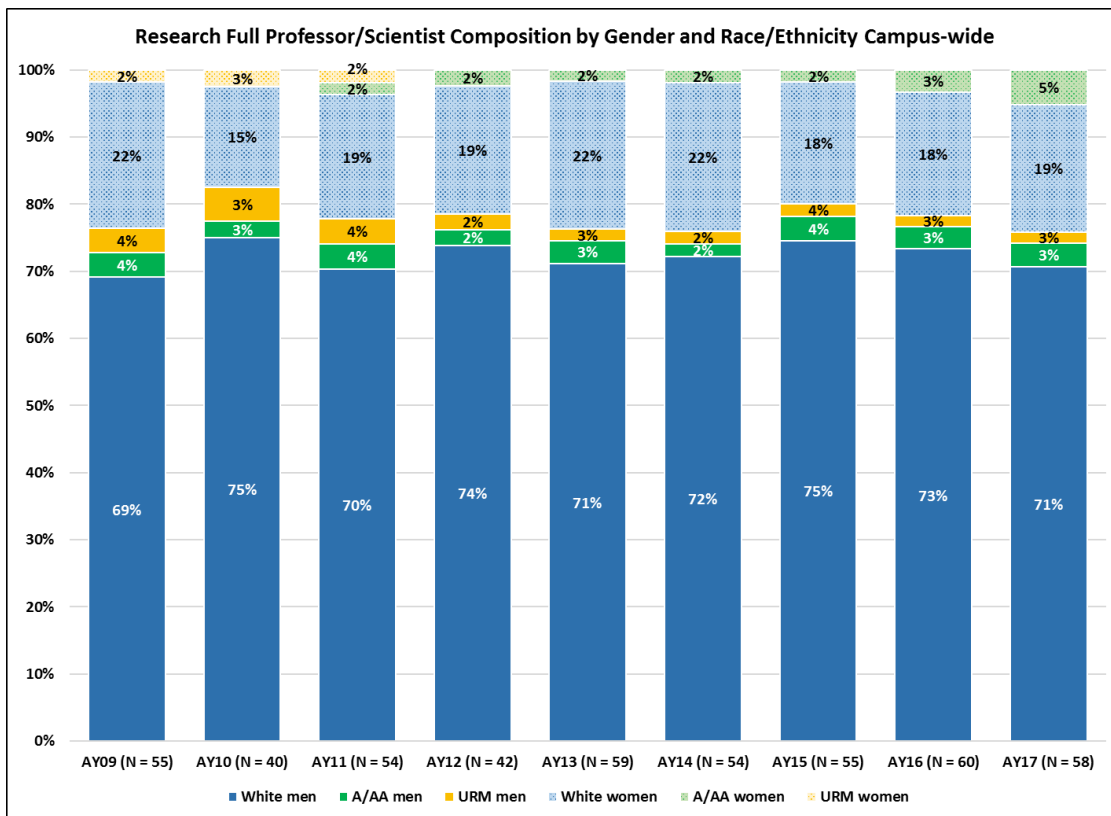
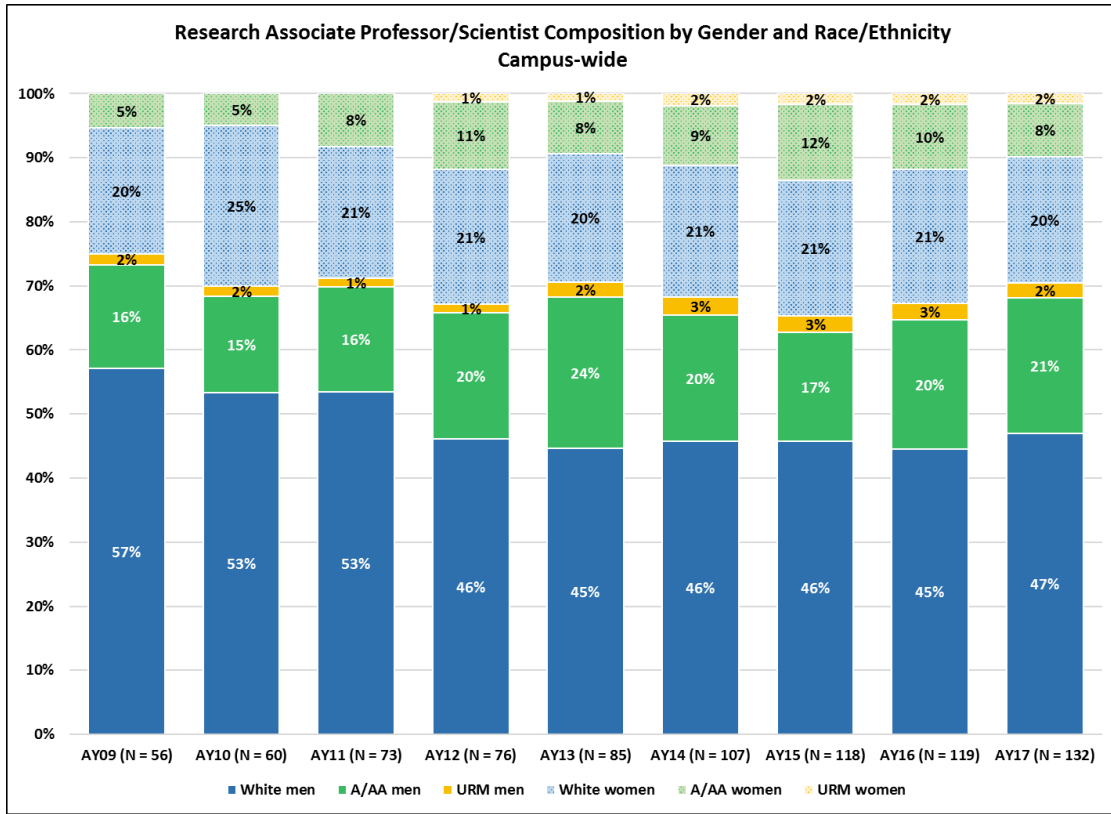
### Appendix A: Data for Tenure Track Faculty



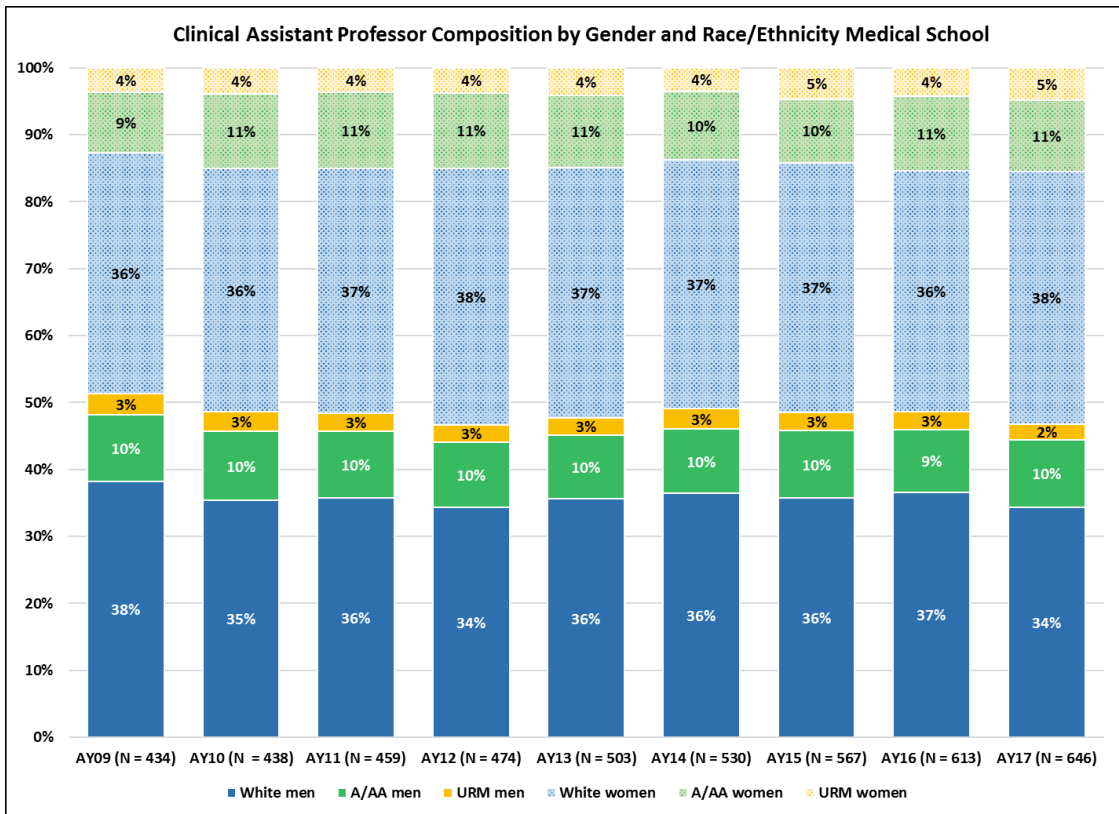
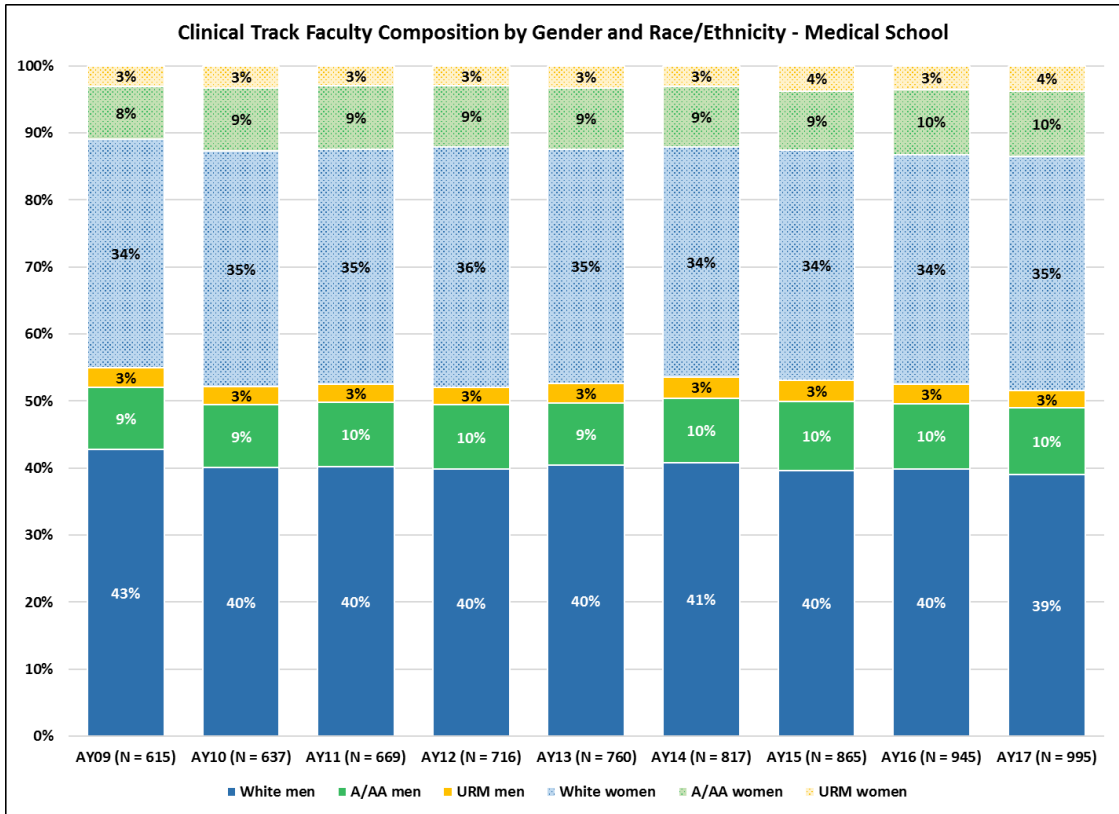


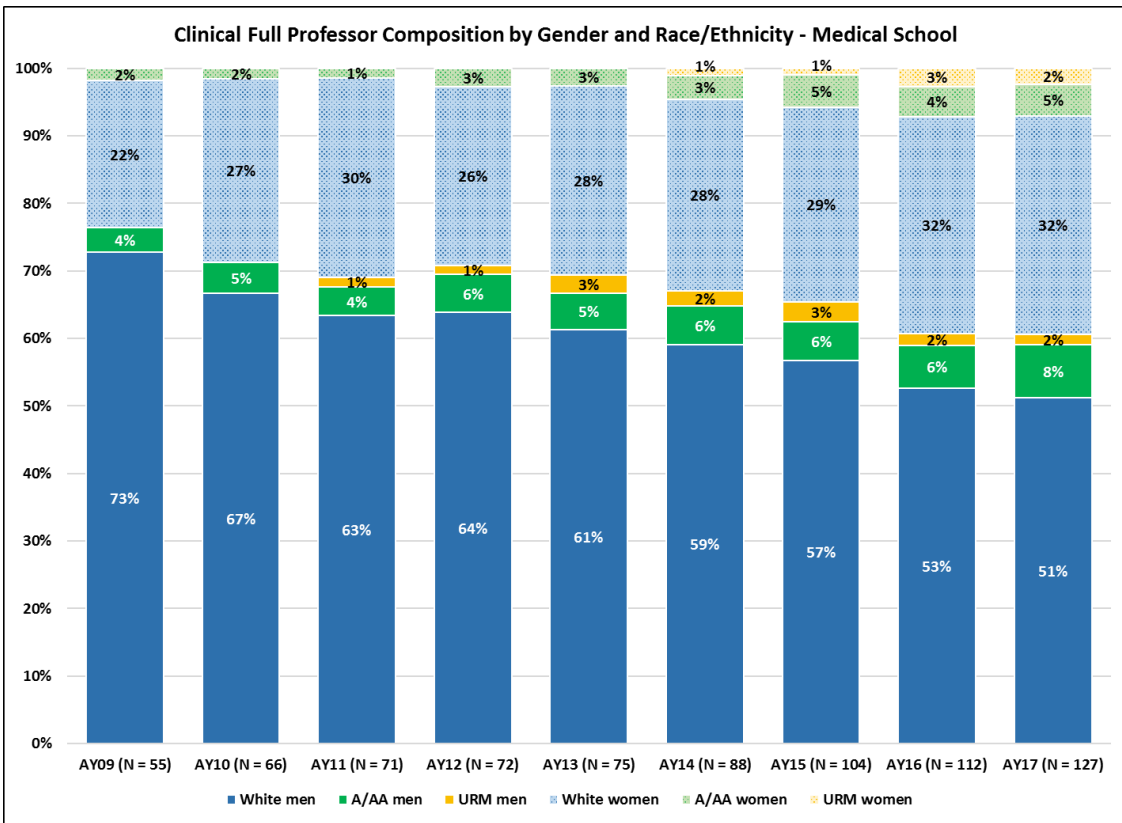
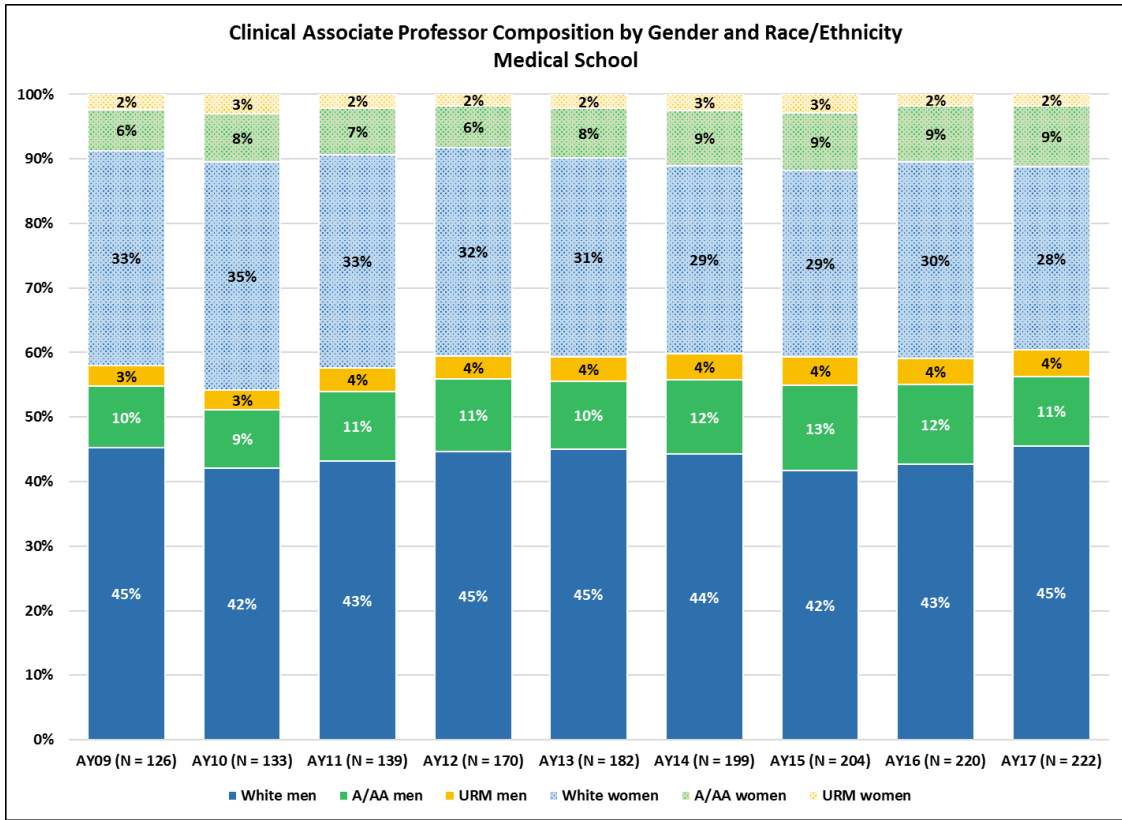
**Appendix B: Research and Clinical Track Faculty Composition AY2009-2017**

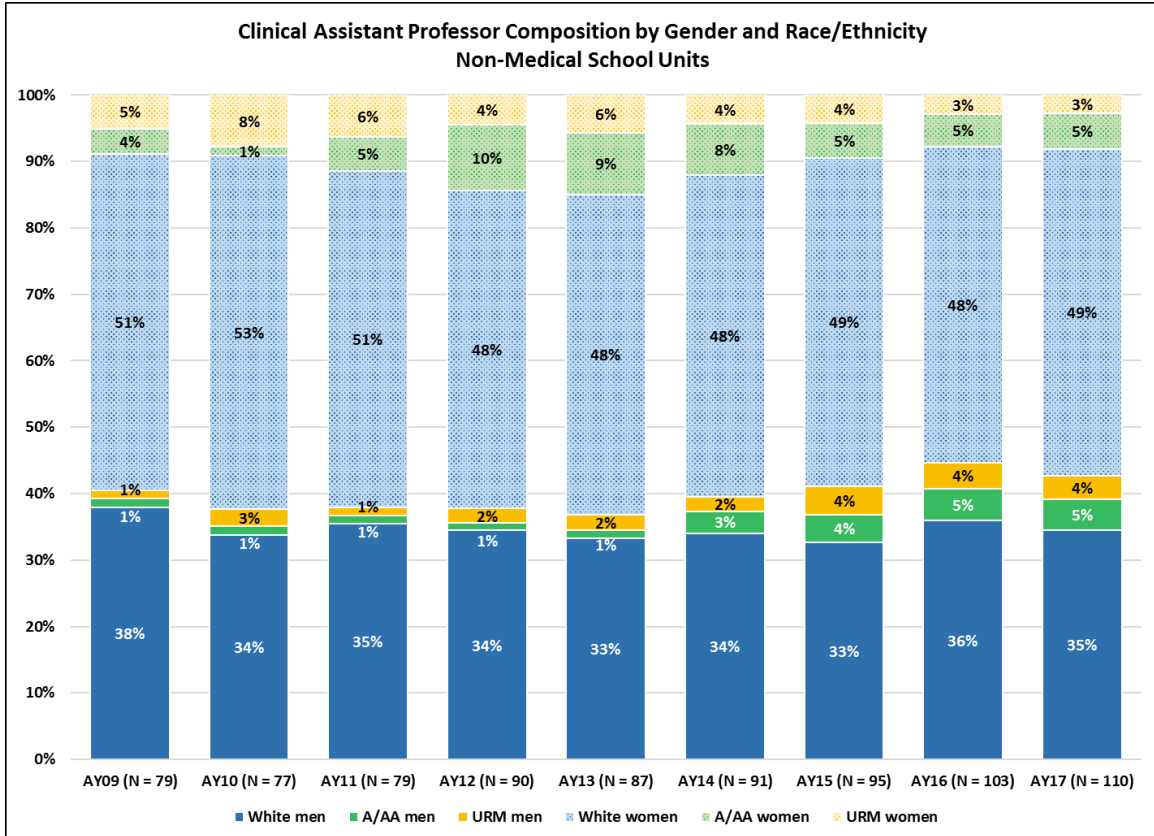
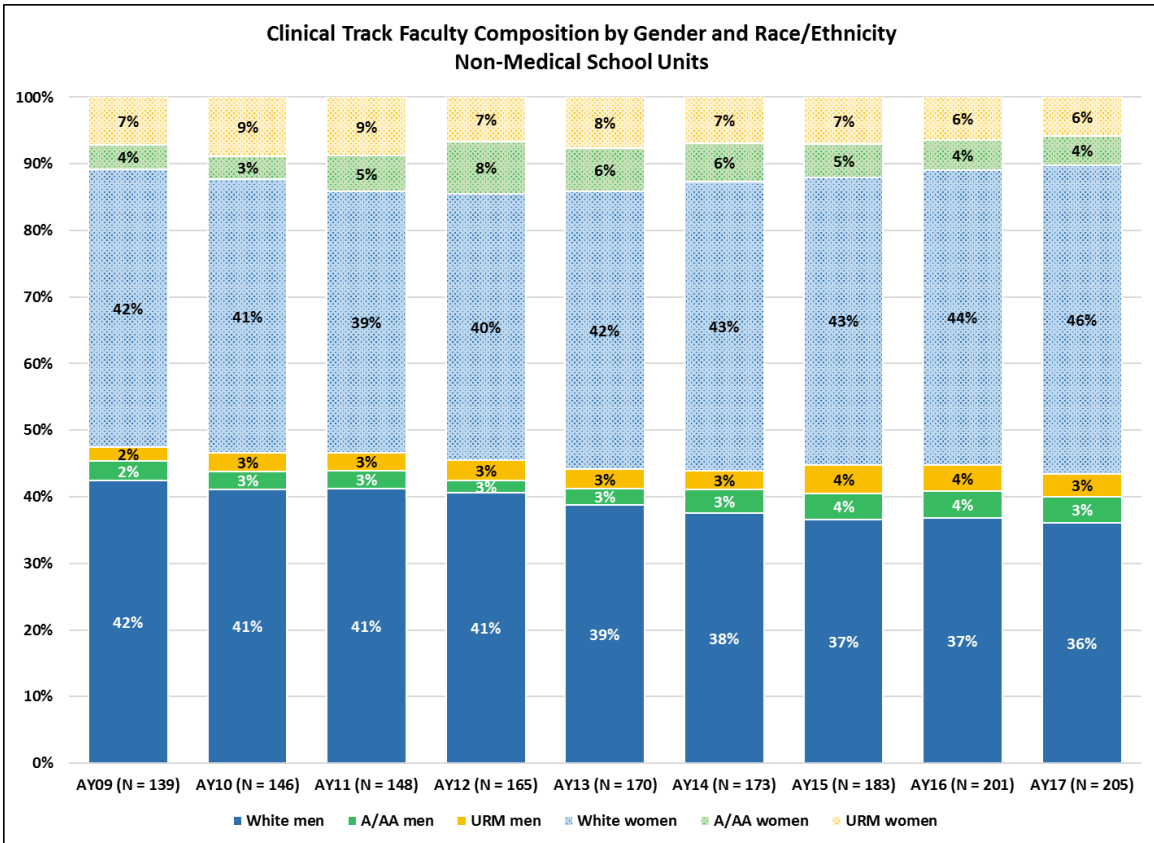


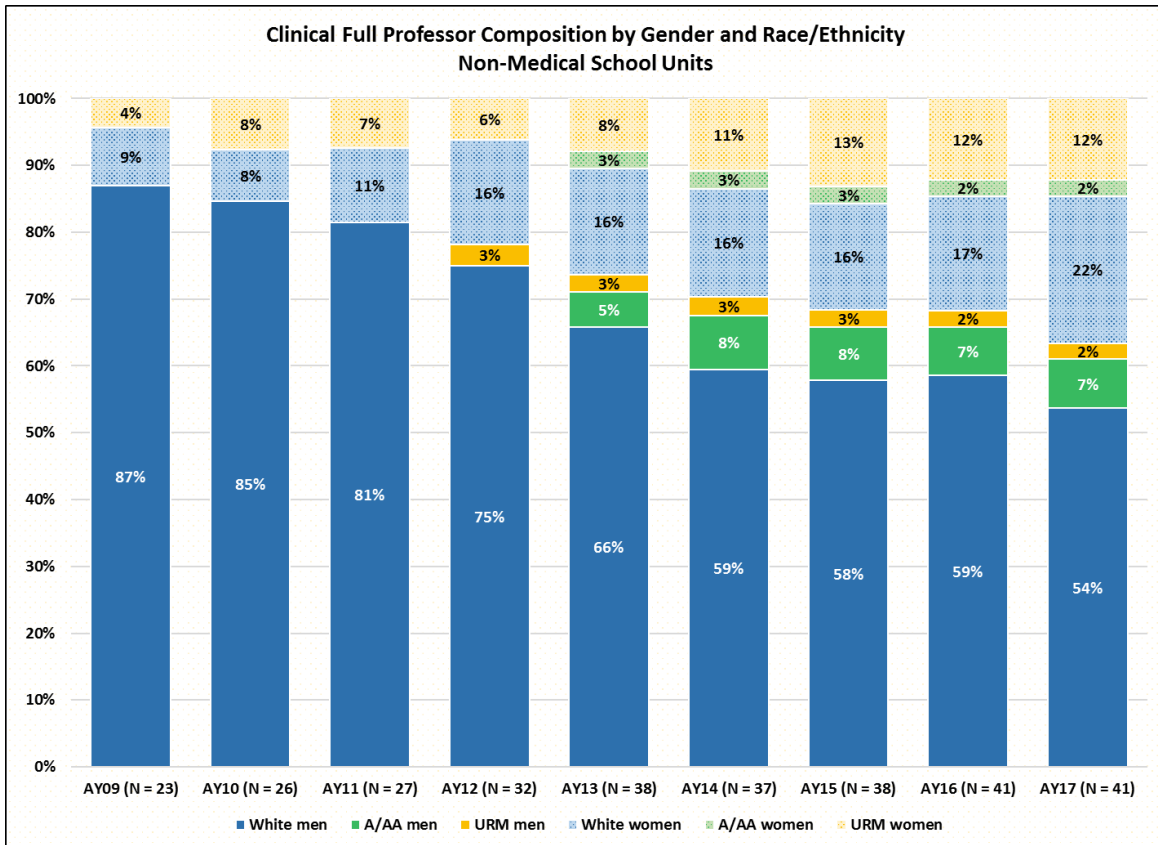
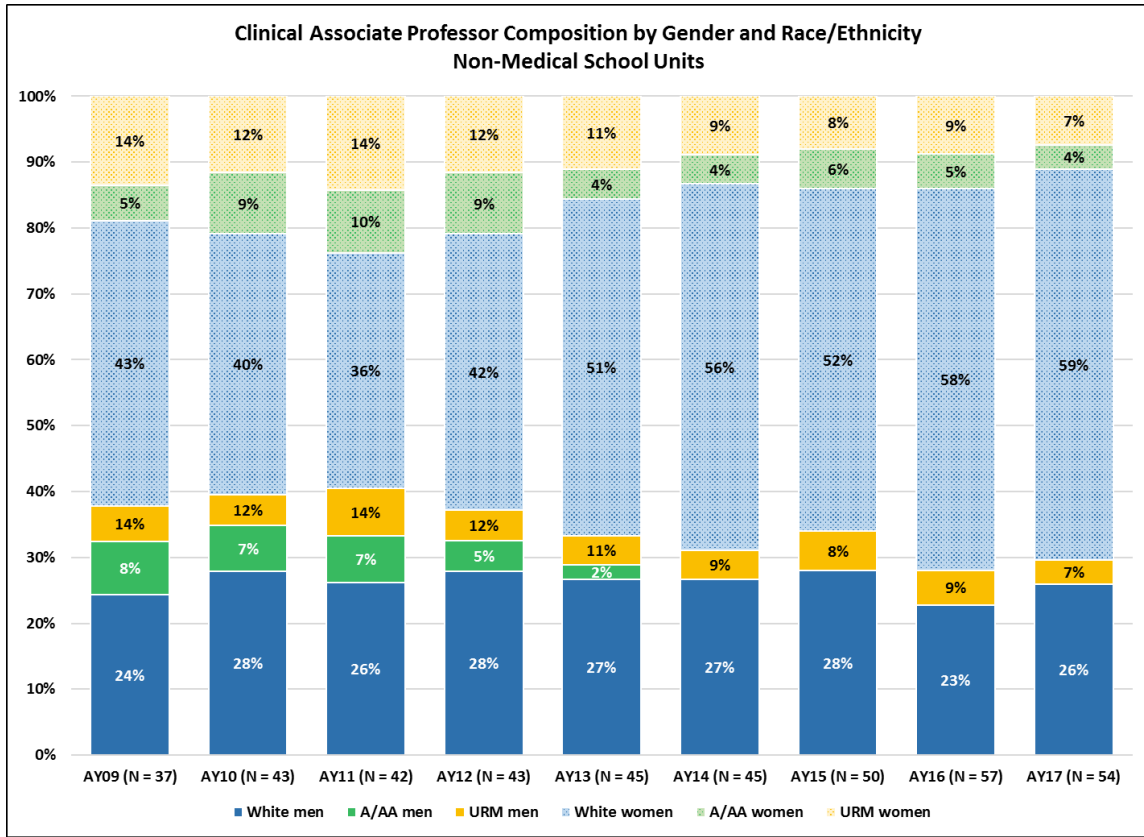












### **Institutional Indicators Required by NSF ADVANCE**

1. n (%) of women faculty in S & E by department
2. n (%) of women in tenure-line positions by rank/department
3. tenure promotion outcomes by gender
4. years in rank by gender
5. time at institution and attrition by gender
6. n (%) of women in S & E who are in non-tenure-track positions
7. n (%) of women S & E in administrative positions
8. n of women S & E faculty in endowed/named chairs
9. n (%) of women S & E faculty on promotion and tenure committees
10. salary of S & E faculty by gender (with controls)
11. space allocation of S & E faculty by gender (with controls )
12. start-up packages of newly hired S & E faculty by gender (with controls)

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Table 1: College of Engineering - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	86	35%	65%	33%	10%	57%	30	33%	7%	60%	56	32%	13%	55%
	Associate Professors	91	26%	74%	29%	7%	65%	24	17%	13%	71%	67	33%	4%	63%
	Full Professors	250	12%	88%	24%	4%	72%	31	23%	3%	74%	219	24%	5%	72%
	Overall, Tenure Track	427	20%	80%	26%	6%	67%	85	25%	7%	68%	342	27%	6%	67%
Research Track	Assistant Research Scientists	53	13%	87%	38%	8%	55%	7	57%	0%	43%	46	35%	9%	57%
	Associate Research Scientists	33	12%	88%	9%	6%	85%	4	0%	0%	100%	29	10%	7%	83%
	Research Scientists	17	6%	94%	0%	0%	100%	1	0%	0%	100%	16	0%	0%	100%
	Overall, Research Track	103	12%	88%	22%	6%	72%	12	33%	0%	67%	91	21%	7%	73%

Table 2: College of LSA (All Units) - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	193	52%	48%	22%	17%	62%	101	20%	18%	62%	92	24%	15%	61%
	Associate Professors	253	44%	56%	10%	19%	71%	111	10%	18%	72%	142	10%	20%	70%
	Full Professors	595	35%	65%	10%	12%	78%	209	10%	18%	72%	386	10%	9%	81%
	Overall, Tenure Track	1041	40%	60%	12%	14%	73%	421	12%	18%	70%	620	12%	12%	76%
Research Track	Assistant Research Scientists	22	14%	86%	41%	5%	55%	3	67%	0%	33%	19	37%	5%	58%
	Associate Research Scientists	12	17%	83%	42%	8%	50%	2	50%	50%	0%	10	40%	0%	60%
	Research Scientists	11	27%	73%	0%	9%	91%	3	0%	0%	100%	8	0%	13%	88%
	Overall, Research Track	45	18%	82%	31%	7%	62%	8	38%	13%	50%	37	30%	5%	65%

Note: Faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment; faculty with full-time funded administrative appointments are included in their primary academic unit.

Table 3: College of LSA (Natural Sciences) - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	59	53%	47%	25%	7%	68%	31	19%	3%	77%	28	32%	11%	57%
	Associate Professors	60	35%	65%	15%	8%	77%	21	14%	0%	86%	39	15%	13%	72%
	Full Professors	198	16%	84%	16%	5%	79%	32	16%	6%	78%	166	16%	5%	79%
	Overall, Tenure Track	317	26%	74%	18%	6%	76%	84	17%	4%	80%	233	18%	7%	75%
Research Track	Assistant Research Scientists	15	7%	93%	40%	7%	53%	1	100%	0%	0%	14	36%	7%	57%
	Associate Research Scientists	11	18%	82%	45%	9%	45%	2	50%	50%	0%	9	44%	0%	56%
	Research Scientists	11	27%	73%	0%	9%	91%	3	0%	0%	100%	8	0%	13%	88%
	Overall, Research Track	37	16%	84%	30%	8%	62%	6	33%	17%	50%	31	29%	6%	65%

Table 4: College of LSA (Humanities) - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	45	53%	47%	29%	18%	53%	24	29%	21%	50%	21	29%	14%	57%
	Associate Professors	89	44%	56%	8%	11%	81%	39	13%	13%	74%	50	4%	10%	86%
	Full Professors	145	41%	59%	6%	8%	86%	59	5%	7%	88%	86	7%	9%	84%
	Overall, Tenure Track	279	44%	56%	10%	11%	79%	122	12%	11%	76%	157	9%	10%	81%

Table 5: College of LSA (Social Sciences) - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	89	52%	48%	16%	22%	62%	46	15%	26%	59%	43	16%	19%	65%
	Associate Professors	104	49%	51%	9%	32%	60%	51	6%	29%	65%	53	11%	34%	55%
	Full Professors	252	47%	53%	8%	19%	73%	118	11%	26%	63%	134	5%	13%	82%
	Overall, Tenure Track	445	48%	52%	10%	23%	68%	215	11%	27%	62%	230	9%	19%	73%
Research Track	Assistant Research Scientists	7	29%	71%	43%	0%	57%	2	50%	0%	50%	5	40%	0%	60%
	Associate Research Scientists	1	0%	100%	0%	0%	100%	0	--	--	--	1	0%	0%	100%
	Research Scientists	0	--	--	--	--	--	0	--	--	--	0	--	--	--
	Overall, Research Track	8	25%	75%	38%	0%	63%	2	50%	0%	50%	6	33%	0%	67%

Note: Faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment; faculty with full-time funded administrative appointments are included in their primary academic unit.

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Table 6: Medical School (Basic Sciences) - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	42	26%	74%	38%	7%	55%	11	27%	9%	64%	31	42%	6%	52%
	Associate Professors	41	37%	63%	24%	10%	66%	15	20%	13%	67%	26	27%	8%	65%
	Full Professors	70	34%	66%	11%	1%	87%	24	13%	0%	88%	46	11%	2%	87%
	Overall, Tenure Track	153	33%	67%	22%	5%	73%	50	18%	6%	76%	103	24%	5%	71%
Research Track	Assistant Research Scientists	33	33%	67%	55%	3%	42%	11	64%	0%	36%	22	50%	5%	45%
	Associate Research Scientists	4	75%	25%	25%	0%	75%	3	33%	0%	67%	1	0%	0%	100%
	Research Scientists	1	0%	100%	0%	0%	100%	0	--	--	--	1	0%	0%	100%
	Overall, Research Track	38	37%	63%	50%	3%	47%	14	57%	0%	43%	24	46%	4%	50%
Clinical Track	Clinical Assistant Professors	1	100%	0%	0%	0%	100%	1	0%	0%	100%	0	--	--	--
	Clinical Associate Professors	0	--	--	--	--	--	0	--	--	--	0	--	--	--
	Clinical Professors	1	100%	0%	0%	0%	100%	1	0%	0%	100%	0	--	--	--
	Overall, Clinical Track	2	100%	0%	0%	0%	100%	2	0%	0%	100%	0	--	--	--

Table 7: Medical School (Clinical Departments) - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	187	38%	62%	25%	6%	69%	71	28%	7%	65%	116	22%	6%	72%
	Associate Professors	171	30%	70%	24%	6%	70%	52	25%	4%	71%	119	24%	7%	70%
	Full Professors	401	19%	81%	13%	6%	81%	77	14%	14%	71%	324	13%	4%	83%
	Overall, Tenure Track	759	26%	74%	18%	6%	75%	200	22%	9%	69%	559	17%	5%	78%
Research Track	Assistant Research Scientists	127	38%	62%	49%	8%	43%	48	42%	2%	56%	79	53%	11%	35%
	Associate Research Scientists	56	30%	70%	39%	2%	59%	17	29%	6%	65%	39	44%	0%	56%
	Research Scientists	10	40%	60%	40%	0%	60%	4	50%	0%	50%	6	33%	0%	67%
	Overall, Research Track	193	36%	64%	46%	6%	49%	69	39%	3%	58%	124	49%	7%	44%
Clinical Track	Clinical Assistant Professors	662	53%	47%	21%	7%	72%	348	21%	9%	70%	314	21%	5%	73%
	Clinical Associate Professors	226	39%	61%	20%	4%	76%	89	24%	2%	74%	137	18%	5%	77%
	Clinical Professors	128	38%	62%	13%	5%	83%	49	12%	6%	82%	79	13%	4%	84%
	Overall, Clinical Track	1016	48%	52%	20%	6%	74%	486	20%	7%	72%	530	19%	5%	76%

Table 8: Other Schools and Colleges - Faculty by Track, Gender, and Race/Ethnicity, 2016-2017

		All						Female				Male			
		N	% F	% M	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH	N	% A/AA	% URM	% WH
Tenure Track	Assistant Professors	211	51%	49%	21%	17%	63%	107	17%	19%	64%	104	25%	14%	61%
	Associate Professors	217	44%	56%	14%	16%	70%	96	15%	15%	71%	121	14%	17%	69%
	Full Professors	425	34%	66%	9%	10%	81%	144	5%	13%	83%	281	12%	9%	80%
	Overall, Tenure Track	853	41%	59%	13%	13%	73%	347	11%	15%	74%	506	15%	12%	73%
Research Track	Assistant Research Scientists	38	63%	37%	39%	3%	58%	24	29%	0%	71%	14	57%	7%	36%
	Associate Research Scientists	23	61%	39%	30%	0%	70%	14	29%	0%	71%	9	33%	0%	67%
	Research Scientists	12	17%	83%	8%	0%	92%	2	50%	0%	50%	10	0%	0%	100%
	Overall, Research Track	73	55%	45%	32%	1%	67%	40	30%	0%	70%	33	33%	3%	64%
Clinical Track	Clinical Assistant Professors	110	57%	43%	11%	6%	83%	63	10%	5%	86%	47	13%	9%	79%
	Clinical Associate Professors	54	70%	30%	4%	17%	80%	38	5%	16%	79%	16	0%	19%	81%
	Clinical Professors	40	38%	63%	10%	18%	73%	15	7%	33%	60%	25	12%	8%	80%
	Overall, Clinical Track	204	57%	43%	9%	11%	80%	116	8%	12%	80%	88	10%	10%	80%

Note: Faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment; faculty with full-time funded administrative appointments are included in their primary academic unit.

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Table 9: Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2016-2017

	Female		Male		A/AA		URM		White	
	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc
College of Engineering	4.2	11.3	6.8	5.9	2.3	2.8	4.8	1.7	7.2	7.3
College of LSA (Natural Sciences)	3.9	0.5	3.1	2.4	3.8	2.5	4.8	--	3.6	2.3
College of LSA (Humanities)	5.9	7.4	7.7	9.0	3.9	5.2	5.3	3.5	7.1	9.4
College of LSA (Social Sciences)	5.5	6.4	6.0	4.3	5.4	--	5.1	5.0	7.2	5.5
Medical School (Basic Sciences)	6.6	4.3	6.2	2.3	4.9	2.2	15.0	3.4	5.9	2.5
Medical School (Clinical Departments)	3.2	3.2	6.7	6.6	3.9	7.6	5.7	1.6	6.6	5.8
Other Schools and Colleges	7.9	3.3	7.9	4.6	6.2	2.9	6.2	4.8	8.5	4.3

	A/AA		Female URM		White		A/AA		Male URM		White	
	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc
College of Engineering	1.6	--	1.8	--	11.3	5.6	3.2	2.3	1.5	4.8	8.0	6.8
College of LSA (Natural Sciences)	4.7	--	--	--	3.7	0.5	2.3	2.5	4.8	--	3.3	2.5
College of LSA (Humanities)	4.5	5.2	6.7	5.5	6.3	10.7	3.0	--	5.7	3.5	7.6	10.6
College of LSA (Social Sciences)	8.5	--	6.1	4.5	5.5	10.2	3.6	--	4.2	5.5	8.3	3.2
Medical School (Basic Sciences)	5.2	--	21.5	4.3	6.2	--	4.5	2.2	8.5	2.6	6.5	2.5
Medical School (Clinical Departments)	6.2	4.8	2.5	0.5	2.9	3.8	3.5	8.5	5.6	2.6	7.4	6.0
Other Schools and Colleges	7.9	--	4.4	2.6	7.8	3.5	5.3	2.9	10.4	6.3	8.2	5.0



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Table 10: College of Engineering - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	7%	4%	2%	0%	6%	0%	0%	9%	2%	0%	5%
<i>N</i>	2	9	1	0	10	0	0	2	1	0	8
Collegiate	10%	11%	10%	9%	11%	14%	0%	9%	10%	10%	12%
<i>N</i>	3	24	6	1	20	1	0	2	5	1	18
Endowed	7%	24%	17%	18%	23%	0%	0%	9%	19%	20%	25%
<i>N</i>	2	51	10	2	41	0	0	2	10	2	39
Thurnau (for teaching)	17%	10%	3%	18%	13%	0%	0%	23%	4%	20%	12%
<i>N</i>	5	22	2	2	23	0	0	5	2	2	18
Diversity	7%	0%	0%	9%	1%	0%	100%	5%	0%	0%	0%
<i>N</i>	2	0	0	1	1	0	1	1	0	0	0
<b>TOTAL</b>	<b>47%</b>	<b>49%</b>	<b>32%</b>	<b>55%</b>	<b>54%</b>	<b>14%</b>	<b>100%</b>	<b>55%</b>	<b>35%</b>	<b>50%</b>	<b>54%</b>
<i>N</i>	14	106	19	6	95	1	1	12	18	5	83

Table 11: College of LSA (All Units) - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	7%	7%	0%	7%	8%	0%	4%	9%	0%	10%	8%
<i>N</i>	14	26	0	4	36	0	1	13	0	3	23
Collegiate	21%	20%	26%	21%	19%	15%	15%	22%	32%	26%	18%
<i>N</i>	39	72	15	12	84	3	4	32	12	8	52
Endowed	9%	10%	9%	5%	11%	10%	4%	10%	8%	6%	11%
<i>N</i>	17	38	5	3	47	2	1	14	3	2	33
Thurnau (for teaching)	12%	8%	2%	16%	10%	5%	15%	13%	0%	16%	9%
<i>N</i>	23	31	1	9	44	1	4	18	0	5	26
Diversity	2%	1%	3%	5%	0%	5%	7%	0%	3%	3%	0%
<i>N</i>	3	3	2	3	1	1	2	0	1	1	1
<b>TOTAL</b>	<b>51%</b>	<b>47%</b>	<b>40%</b>	<b>53%</b>	<b>48%</b>	<b>35%</b>	<b>44%</b>	<b>54%</b>	<b>42%</b>	<b>61%</b>	<b>46%</b>
<i>N</i>	96	170	23	31	212	7	12	77	16	19	135

Note: Calculated as a proportion of full professors within gender and/or race/ethnicity; professors holding more than one title are counted in each category.

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Table 12: College of LSA (Natural Sciences) - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	9%	7%	0%	10%	9%	0%	0%	12%	0%	13%	8%
<i>N</i>	3	11	0	1	13	0	0	3	0	1	10
Collegiate	34%	21%	35%	30%	21%	20%	50%	36%	38%	25%	17%
<i>N</i>	11	34	11	3	31	1	1	9	10	2	22
Endowed	19%	6%	6%	10%	9%	20%	0%	20%	4%	13%	6%
<i>N</i>	6	10	2	1	13	1	0	5	1	1	8
Thurnau (for teaching)	16%	8%	0%	10%	11%	0%	0%	20%	0%	13%	9%
<i>N</i>	5	12	0	1	16	0	0	5	0	1	11
Diversity	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<i>N</i>	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>78%</b>	<b>42%</b>	<b>42%</b>	<b>60%</b>	<b>48%</b>	<b>40%</b>	<b>50%</b>	<b>88%</b>	<b>42%</b>	<b>63%</b>	<b>40%</b>
<i>N</i>	25	67	13	6	73	2	1	22	11	5	51

Table 13: College of LSA (Humanities) - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	9%	5%	0%	8%	7%	0%	0%	10%	0%	13%	5%
<i>N</i>	5	4	0	1	8	0	0	5	0	1	3
Collegiate	19%	16%	0%	8%	19%	0%	0%	22%	0%	13%	17%
<i>N</i>	11	12	0	1	22	0	0	11	0	1	11
Endowed	5%	13%	25%	8%	9%	0%	0%	6%	40%	13%	11%
<i>N</i>	3	10	2	1	10	0	0	3	2	1	7
Thurnau (for teaching)	12%	12%	0%	17%	12%	0%	0%	14%	0%	25%	11%
<i>N</i>	7	9	0	2	14	0	0	7	0	2	7
Diversity	2%	0%	0%	8%	0%	0%	25%	0%	0%	0%	0%
<i>N</i>	1	0	0	1	0	0	1	0	0	0	0
<b>TOTAL</b>	<b>46%</b>	<b>46%</b>	<b>25%</b>	<b>42%</b>	<b>48%</b>	<b>0%</b>	<b>0%</b>	<b>52%</b>	<b>40%</b>	<b>63%</b>	<b>44%</b>
<i>N</i>	26	35	2	5	54	0	0	26	2	5	28

Table 14: College of LSA (Social Sciences) - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	7%	9%	0%	6%	9%	0%	5%	9%	0%	7%	9%
<i>N</i>	7	11	0	2	16	0	1	6	0	1	10
Collegiate	19%	22%	21%	22%	20%	17%	14%	21%	29%	33%	20%
<i>N</i>	19	28	4	8	35	2	3	14	2	5	21
Endowed	10%	14%	5%	3%	15%	8%	5%	12%	0%	0%	17%
<i>N</i>	10	18	1	1	26	1	1	8	0	0	18
Thurnau (for teaching)	13%	9%	5%	17%	10%	8%	19%	12%	0%	13%	8%
<i>N</i>	13	11	1	6	17	1	4	8	0	2	9
Diversity	3%	2%	11%	8%	1%	8%	10%	0%	14%	7%	1%
<i>N</i>	3	3	2	3	1	1	2	0	1	1	1
<b>TOTAL</b>	<b>49%</b>	<b>53%</b>	<b>32%</b>	<b>47%</b>	<b>54%</b>	<b>33%</b>	<b>43%</b>	<b>53%</b>	<b>29%</b>	<b>53%</b>	<b>54%</b>
<i>N</i>	49	68	6	17	94	4	9	36	2	8	58

Note: Calculated as a proportion of full professors within gender and/or race/ethnicity; professors holding more than one title are counted in each category.

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Table 15: Medical School (Basic Sciences) - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	13%	4%	0%	0%	8%	0%	--	14%	0%	0%	5%
<i>N</i>	3	2	0	0	5	0	0	3	0	0	2
Collegiate	38%	26%	38%	0%	30%	67%	--	33%	20%	0%	28%
<i>N</i>	9	12	3	0	18	2	0	7	1	0	11
Endowed	0%	9%	13%	0%	5%	0%	--	0%	20%	0%	8%
<i>N</i>	0	4	1	0	3	0	0	0	1	0	3
Thurnau (for teaching)	0%	2%	0%	0%	2%	0%	--	0%	0%	0%	3%
<i>N</i>	0	1	0	0	1	0	0	0	0	0	1
Diversity	0%	0%	0%	0%	0%	0%	--	0%	0%	0%	0%
<i>N</i>	0	0	0	0	0	0	0	0	0	0	0
TOTAL	50%	41%	50%	0%	44%	67%	--	48%	40%	0%	43%
<i>N</i>	12	19	4	0	27	2	0	10	2	0	17

Table 16: Medical School (Clinical Departments) - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	1%	0%	0%	0%	1%	0%	0%	2%	0%	0%	0%
<i>N</i>	1	1	0	0	2	0	0	1	0	0	1
Collegiate	20%	18%	29%	20%	17%	27%	18%	19%	29%	21%	17%
<i>N</i>	15	59	15	5	54	3	2	10	12	3	44
Endowed	20%	31%	38%	28%	28%	27%	9%	20%	41%	43%	29%
<i>N</i>	15	100	20	7	88	3	1	11	17	6	77
Thurnau (for teaching)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<i>N</i>	0	1	0	0	1	0	0	0	0	0	1
Diversity	1%	0%	0%	8%	0%	0%	9%	0%	0%	7%	0%
<i>N</i>	1	1	0	2	0	0	1	0	0	1	0
TOTAL	42%	50%	67%	56%	45%	55%	36%	41%	71%	71%	46%
<i>N</i>	32	162	35	14	145	6	4	22	29	10	123

Table 17: Other Schools and Colleges - Named Professorships by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	2%	3%	2%	2%	3%	0%	6%	2%	3%	0%	4%
<i>N</i>	3	10	1	1	11	0	1	2	1	0	9
Collegiate	17%	15%	16%	16%	15%	38%	6%	17%	11%	24%	14%
<i>N</i>	25	42	7	7	53	3	1	21	4	6	32
Endowed	17%	29%	40%	16%	24%	13%	17%	17%	46%	16%	28%
<i>N</i>	25	83	17	7	84	1	3	21	16	4	63
Thurnau (for teaching)	7%	5%	0%	9%	6%	0%	11%	7%	0%	8%	6%
<i>N</i>	11	15	0	4	22	0	2	9	0	2	13
Diversity	2%	1%	0%	9%	1%	0%	6%	2%	0%	12%	0%
<i>N</i>	3	3	0	4	2	0	1	2	0	3	0
TOTAL	45%	53%	58%	53%	49%	50%	44%	45%	60%	60%	51%
<i>N</i>	67	153	25	23	172	4	8	55	21	15	117

Note: Calculated as a proportion of full professors within gender and/or race/ethnicity; professors holding more than one title are counted in each category.

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Table 18: College of Engineering - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	7%	1%	1%	6%	2%	9%	0%	8%	0%	8%	1%
<i>N</i>	4	3	1	1	5	1	0	3	0	1	2
Department Level Committee	19%	22%	20%	18%	22%	27%	0%	18%	19%	23%	23%
<i>N</i>	10	62	17	3	52	3	0	7	14	3	45
TOTAL	26%	23%	21%	24%	24%	36%	0%	26%	19%	31%	24%
<i>N</i>	14	65	18	4	57	4	0	10	14	4	47

Table 19: College of LSA (All Units) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	1%	0%	0%	2%	1%	0%	2%	1%	0%	2%	0%
<i>N</i>	4	2	0	2	4	0	1	3	0	1	1
Department Level Committee	18%	20%	12%	11%	22%	10%	9%	22%	13%	13%	22%
<i>N</i>	54	99	10	11	132	3	4	47	7	7	85
TOTAL	20%	20%	12%	13%	22%	10%	11%	23%	13%	15%	22%
<i>N</i>	58	101	10	13	136	3	5	50	7	8	86

Table 20: College of LSA (Natural Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	2%	0%	0%	0%	1%	0%	0%	2%	0%	0%	0%
<i>N</i>	1	0	0	0	1	0	0	1	0	0	0
Department Level Committee	34%	27%	23%	33%	29%	38%	0%	35%	19%	38%	27%
<i>N</i>	18	53	9	5	57	3	0	15	6	5	42
TOTAL	36%	27%	23%	33%	29%	38%	0%	37%	19%	38%	27%
<i>N</i>	19	53	9	5	58	3	0	16	6	5	42

Table 21: College of LSA (Humanities) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	0%	1%	0%	5%	0%	0%	0%	0%	0%	8%	0%
<i>N</i>	0	1	0	1	0	0	0	0	0	1	0
Department Level Committee	16%	11%	0%	9%	15%	0%	11%	18%	0%	8%	13%
<i>N</i>	15	14	0	2	27	0	1	14	0	1	13
TOTAL	16%	12%	0%	14%	15%	0%	11%	18%	0%	15%	13%
<i>N</i>	15	15	0	3	27	0	1	14	0	2	13

Table 22: College of LSA (Social Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	2%	1%	0%	2%	1%	0%	3%	2%	0%	0%	1%
<i>N</i>	3	1	0	1	3	0	1	2	0	0	1
Department Level Committee	17%	19%	4%	8%	23%	0%	12%	22%	8%	3%	23%
<i>N</i>	25	33	1	5	52	0	4	21	1	1	31
TOTAL	19%	19%	4%	10%	24%	0%	15%	24%	8%	3%	24%
<i>N</i>	28	34	1	6	55	0	5	23	1	1	32

Note: Calculated as a proportion of associate and full professors within gender and/or race/ethnicity; associate and full professors holding more than one title are counted in each category.

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Table 23: Medical School (Basic Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	3%	3%	6%	0%	2%	17%	0%	0%	0%	0%	4%
<i>N</i>	1	2	1	0	2	1	0	0	0	0	2
Department Level Committee	41%	35%	28%	0%	41%	17%	0%	48%	33%	0%	37%
<i>N</i>	16	25	5	0	36	1	0	15	4	0	21
TOTAL	44%	38%	33%	0%	43%	33%	0%	48%	33%	0%	40%
<i>N</i>	17	27	6	0	38	2	0	15	4	0	23

Table 25: Medical School (Clinical Departments) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	7%	3%	8%	0%	3%	13%	0%	7%	6%	0%	3%
<i>N</i>	9	13	7	0	15	3	0	6	4	0	9
Department Level Committee	52%	24%	28%	29%	31%	50%	15%	57%	20%	36%	24%
<i>N</i>	66	107	26	10	137	12	2	52	14	8	85
TOTAL	59%	27%	35%	29%	35%	63%	15%	64%	26%	36%	27%
<i>N</i>	75	120	33	10	152	15	2	58	18	8	94

Table 26: Other Schools and Colleges - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	13%	11%	11%	14%	12%	13%	19%	12%	9%	10%	11%
<i>N</i>	33	44	8	10	59	3	6	24	5	4	35
Department Level Committee	2%	7%	13%	6%	4%	13%	0%	2%	13%	10%	5%
<i>N</i>	6	27	10	4	19	3	0	3	7	4	16
TOTAL	16%	17%	24%	19%	15%	26%	19%	14%	23%	20%	16%
<i>N</i>	39	71	18	14	78	6	6	27	12	8	51

Note: Calculated as a proportion of associate and full professors within gender and/or race/ethnicity; associate and full professors holding more than one title are counted in each category.

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Table 27: College of Engineering - Executive Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	7%	1%	1%	6%	3%	9%	0%	8%	0%	8%	2%
<i>N</i>	4	4	1	1	6	1	0	3	0	1	3
Department Level Committee	17%	19%	15%	18%	19%	18%	25%	15%	15%	15%	20%
<i>N</i>	9	52	13	3	45	2	1	6	11	2	39
TOTAL	24%	20%	16%	24%	22%	27%	25%	23%	15%	23%	22%
<i>N</i>	13	56	14	4	51	3	1	9	11	3	42

Table 28: College of LSA (All Units) - Executive Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	1%	1%	0%	2%	1%	0%	2%	1%	0%	2%	1%
<i>N</i>	4	5	0	2	7	0	1	3	0	1	4
Department Level Committee	29%	22%	27%	20%	25%	39%	20%	29%	19%	20%	22%
<i>N</i>	84	109	22	20	151	12	9	63	10	11	88
TOTAL	30%	23%	27%	22%	26%	39%	23%	30%	19%	22%	23%
<i>N</i>	88	114	22	22	158	12	10	66	10	12	92

Table 29: College of LSA (Natural Sciences) - Executive Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	2%	1%	0%	0%	1%	0%	0%	2%	0%	0%	1%
<i>N</i>	1	1	0	0	2	0	0	1	0	0	1
Department Level Committee	38%	19%	23%	33%	22%	38%	50%	37%	19%	31%	18%
<i>N</i>	20	38	9	5	44	3	1	16	6	4	28
TOTAL	40%	20%	23%	33%	23%	38%	50%	40%	19%	31%	19%
<i>N</i>	21	39	9	5	46	3	1	17	6	4	29

Table 30: College of LSA (Humanities) - Executive Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	0%	2%	0%	5%	1%	0%	0%	0%	0%	8%	2%
<i>N</i>	0	3	0	1	2	0	0	0	0	1	2
Department Level Committee	38%	31%	67%	27%	32%	100%	44%	31%	29%	15%	33%
<i>N</i>	36	38	10	6	58	8	4	24	2	2	34
TOTAL	38%	33%	67%	32%	33%	100%	44%	31%	29%	23%	35%
<i>N</i>	36	41	10	7	60	8	4	24	2	3	36

Table 31: College of LSA (Social Sciences) - Executive Committees by Gender and Race/Ethnicity, 2016-2017

			All			Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	2%	1%	0%	2%	1%	0%	3%	2%	0%	0%	1%
<i>N</i>	3	1	0	1	3	0	1	2	0	0	1
Department Level Committee	22%	20%	14%	19%	23%	13%	18%	25%	15%	21%	21%
<i>N</i>	32	36	4	12	52	2	6	24	2	6	28
TOTAL	24%	21%	14%	21%	24%	13%	21%	27%	15%	21%	22%
<i>N</i>	35	37	4	13	55	2	7	26	2	6	29

Note: Calculated as a proportion of associate and full professors within gender and/or race/ethnicity; associate and full professors holding more than one title are counted in each category.

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Table 32: Medical School (Basic Sciences) - Executive Committees by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	5%	1%	0%	0%	3%	0%	0%	6%	0%	0%	2%
<i>N</i>	2	1	0	0	3	0	0	2	0	0	1
Department Level Committee	31%	18%	17%	40%	23%	0%	50%	35%	25%	33%	16%
<i>N</i>	12	13	3	2	20	0	1	11	3	1	9
TOTAL	36%	19%	17%	40%	26%	0%	50%	42%	25%	33%	18%
<i>N</i>	14	14	3	2	23	0	1	13	3	1	10

Table 33: Medical School (Clinical Departments) - Executive Committees by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	2%	1%	1%	3%	1%	4%	0%	2%	0%	5%	1%
<i>N</i>	3	3	1	1	4	1	0	2	0	1	2
Department Level Committee	30%	21%	16%	17%	25%	25%	15%	34%	13%	18%	23%
<i>N</i>	39	92	15	6	110	6	2	31	9	4	79
TOTAL	33%	22%	17%	20%	26%	29%	15%	36%	13%	23%	23%
<i>N</i>	42	95	16	7	114	7	2	33	9	5	81

Table 34: Other Schools and Colleges - Executive Committees by Gender and Race/Ethnicity, 2016-2017

	All					Female			Male		
	% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee	13%	10%	5%	18%	11%	0%	13%	15%	8%	23%	9%
<i>N</i>	33	42	4	13	58	0	4	29	4	9	29
Department Level Committee	8%	6%	3%	10%	7%	4%	13%	7%	2%	8%	7%
<i>N</i>	19	25	2	7	35	1	4	14	1	3	21
TOTAL	21%	16%	8%	28%	18%	4%	25%	22%	9%	30%	16%
<i>N</i>	52	67	6	20	93	1	8	43	5	12	50

Note: Calculated as a proportion of associate and full professors within gender and/or race/ethnicity; associate and full professors holding more than one title are counted in each category.

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Table 35: College of Engineering - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		2%	1%	2%	0%	1%	0%	0%	3%	3%	0%	1%
	N	1	4	2	0	3	0	0	1	2	0	2
College Level Position		7%	3%	1%	6%	4%	0%	0%	10%	1%	8%	3%
	N	4	8	1	1	10	0	0	4	1	1	6
Department Level Position		6%	7%	8%	0%	7%	9%	0%	5%	8%	0%	8%
	N	3	21	7	0	17	1	0	2	6	0	15
TOTAL		15%	12%	12%	6%	13%	9%	0%	18%	12%	8%	12%
	N	8	33	10	1	30	1	0	7	9	1	23

Table 36: College of LSA (All Units) - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		1%	0%	0%	2%	0%	0%	2%	0%	0%	2%	0%
	N	2	2	0	2	2	0	1	1	0	1	1
College Level Position		2%	2%	1%	4%	2%	0%	9%	1%	2%	0%	2%
	N	7	10	1	4	12	0	4	3	1	0	9
Department Level Position		17%	16%	18%	13%	17%	23%	14%	18%	15%	13%	17%
	N	51	82	15	13	105	7	6	38	8	7	67
TOTAL		21%	19%	19%	19%	20%	23%	25%	19%	17%	15%	20%
	N	60	94	16	19	119	7	11	42	9	8	77

Table 37: College of LSA (Natural Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
College Level Position		2%	3%	0%	0%	4%	0%	0%	2%	0%	0%	4%
	N	1	6	0	0	7	0	0	1	0	0	6
Department Level Position		17%	19%	10%	13%	20%	0%	50%	19%	13%	8%	21%
	N	9	37	4	2	40	0	1	8	4	1	32
TOTAL		19%	22%	10%	13%	24%	0%	50%	21%	13%	8%	25%
	N	10	43	4	2	47	0	1	9	4	1	38

Table 38: College of LSA (Humanities) - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		1%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%
	N	1	1	0	0	2	0	0	1	0	0	1
College Level Position		4%	1%	0%	5%	2%	0%	11%	4%	0%	0%	1%
	N	4	1	0	1	4	0	1	3	0	0	1
Department Level Position		29%	19%	33%	14%	24%	50%	22%	27%	14%	8%	21%
	N	27	24	5	3	43	4	2	21	1	1	22
TOTAL		34%	21%	33%	18%	27%	50%	33%	32%	14%	8%	23%
	N	32	26	5	4	49	4	3	25	1	1	24

Table 39: College of LSA (Social Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		1%	1%	0%	3%	0%	0%	3%	0%	0%	3%	0%
	N	1	1	0	2	0	0	1	0	0	1	0
College Level Position		2%	2%	4%	5%	1%	0%	9%	0%	8%	0%	1%
	N	3	3	1	3	2	0	3	0	1	0	2
Department Level Position		13%	13%	21%	18%	11%	20%	15%	11%	23%	21%	10%
	N	19	23	6	11	25	3	5	11	3	6	14
TOTAL		16%	15%	25%	26%	12%	20%	27%	11%	31%	24%	12%
	N	23	27	7	16	27	3	9	11	4	7	16

Note: calculated as a proportion of associate and full professors within gender and/or race/ethnicity; associate and full professors holding more than one title are counted in each category.



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Table 40: Medical School (Basic Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	<i>N</i>	0	0	0	0	0	0	0	0	0	0	0
College Level Position		5%	6%	6%	0%	6%	17%	0%	3%	0%	0%	7%
	<i>N</i>	2	4	1	0	5	1	0	1	0	0	4
Department Level Position		13%	7%	6%	0%	10%	17%	0%	13%	0%	0%	9%
	<i>N</i>	5	5	1	0	9	1	0	4	0	0	5
<b>TOTAL</b>		18%	13%	11%	0%	16%	33%	0%	16%	0%	0%	16%
	<i>N</i>	7	9	2	0	14	2	0	5	0	0	9

Table 41: Medical School (Clinical Departments) - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	<i>N</i>	0	0	0	0	0	0	0	0	0	0	0
College Level Position		11%	6%	5%	9%	8%	4%	0%	14%	6%	14%	6%
	<i>N</i>	14	28	5	3	34	1	0	13	4	3	21
Department Level Position		6%	9%	3%	11%	9%	0%	0%	9%	4%	18%	9%
	<i>N</i>	8	40	3	4	41	0	0	8	3	4	33
<b>TOTAL</b>		17%	15%	9%	20%	17%	4%	0%	23%	10%	32%	16%
	<i>N</i>	22	68	8	7	75	1	0	21	7	7	54

Table 42: Other Schools and Colleges - Administrative Positions by Gender and Race/Ethnicity, 2016-2017

		All					Female			Male		
		% F	% M	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University Level Position		0%	1%	0%	1%	1%	0%	0%	0%	0%	3%	1%
	<i>N</i>	0	4	0	1	3	0	0	0	0	1	3
College Level Position		16%	13%	16%	18%	14%	4%	19%	17%	21%	18%	11%
	<i>N</i>	41	54	12	13	70	1	6	34	11	7	36
Department Level Position		10%	8%	3%	11%	10%	4%	6%	11%	2%	15%	9%
	<i>N</i>	25	34	2	8	49	1	2	22	1	6	27
<b>TOTAL</b>		26%	23%	18%	31%	24%	9%	25%	29%	23%	35%	21%
	<i>N</i>	66	92	14	22	122	2	8	56	12	14	66

Note: calculated as a proportion of associate and full professors within gender and/or race/ethnicity; associate and full professors holding more than one title are counted in each category.

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 Recruitment/Hire Data for Tenure-Track Offers at the University of Michigan, AY2001 - AY2017

These data reflect the outcomes (accepted or declined) of instructional tenure-track offers made between September 1 and August 31 of each academic year. In the tables below, "A/AA" refers to Asian/Asian American faculty, and "URM" refers to underrepresented minority faculty. Data on all resolved offers by race/ethnicity are not available because there is very little information about race/ethnicity for those who decline offers. Breakdowns by race/ethnicity for accepted offers are not available at this time for the 2016 - 2017 recruitment season.

Table 59: Campus-wide<sup>1</sup>

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female									
2000 - 2001	49	36	85	14	10	24	109	22%	63	22%	21%	10%	70%	0%	58%	58%
2001 - 2002	26	25	51	5	10	15	66	23%	31	16%	23%	3%	74%	0%	51%	33%
2002 - 2003	41	17	58	21	12	33	91	36%	62	34%	23%	5%	73%	0%	71%	64%
2003 - 2004	21	10	31	13	9	22	53	42%	34	38%	9%	9%	82%	0%	68%	59%
2004 - 2005	38	21	59	15	8	23	82	28%	53	28%	19%	8%	74%	0%	64%	65%
2005 - 2006	28	17	45	16	8	24	69	35%	44	36%	30%	5%	66%	0%	62%	67%
2006 - 2007	47	23	70	19	13	32	102	31%	66	29%	21%	6%	73%	0%	67%	59%
2007 - 2008	69	39	108	28	12	40	148	27%	97	29%	19%	9%	72%	0%	64%	70%
2008 - 2009	119	52	171	61	31	92	263	35%	180	34%	23%	11%	66%	0%	70%	66%
2009 - 2010	57	24	81	37	16	53	134	40%	94	39%	22%	12%	66%	0%	70%	70%
2010 - 2011	66	32	98	50	19	69	167	41%	116	43%	17%	16%	66%	2%	67%	72%
2011 - 2012	73	43	116	42	19	61	177	34%	115	37%	15%	10%	74%	1%	63%	69%
2012 - 2013	74	52	126	51	20	71	197	36%	125	41%	25%	10%	64%	2%	59%	72%
2013 - 2014	72	39	111	50	18	68	179	38%	122	41%	21%	9%	70%	0%	65%	74%
2014 - 2015	86	36	122	72	28	100	222	45%	158	46%	23%	18%	58%	0%	70%	72%
2015 - 2016	100	26	126	61	36	97	223	43%	161	38%	20%	12%	67%	0%	79%	63%
2016-2017	60	41	101	56	33	89	190	47%	116	48%	Forthcoming				59%	63%

<sup>1</sup>For the following units, data have not been compiled for AY2001 - AY2007/08: Medical School (Clinical Departments), College of LSA Humanities; College of LSA Social Sciences; Nursing; Architecture and Urban Planning; Art and Design; Business; Education; Law; Music, Theatre, and Dance; Public Policy; and Social Work.

<sup>2</sup>Resolved offers do not include 3 pending offers (2 male and 1 female applicants) from the 2016-2017 recruitment season.

Table 60: College of Engineering

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female									
2000 - 2001	24	22	46	1	7	8	54	15%	25	4%	20%	4%	76%	0%	52%	13%
2001 - 2002	8	9	17	1	4	5	22	23%	9	11%	44%	11%	44%	0%	47%	20%
2002 - 2003	17	10	27	8	3	11	38	29%	25	32%	20%	4%	76%	0%	63%	73%
2003 - 2004	4	1	5	2	0	2	7	29%	6	33%	17%	17%	67%	0%	80%	100%
2004 - 2005	12	14	26	5	4	9	35	26%	17	29%	29%	6%	65%	0%	46%	56%
2005 - 2006	14	9	23	6	1	7	30	23%	20	30%	30%	5%	65%	0%	61%	86%
2006 - 2007	13	8	21	4	1	5	26	19%	17	24%	24%	0%	76%	0%	62%	80%
2007 - 2008	15	10	25	3	2	5	30	17%	18	17%	11%	0%	89%	0%	60%	60%
2008 - 2009	18	2	20	6	2	8	28	29%	24	25%	38%	8%	54%	0%	90%	75%
2009 - 2010	4	4	8	3	0	3	11	27%	7	43%	57%	14%	29%	0%	50%	100%
2010 - 2011	12	7	19	6	1	7	26	27%	18	33%	22%	11%	67%	0%	63%	86%
2011 - 2012	9	3	12	5	2	7	19	37%	14	36%	14%	7%	79%	0%	75%	71%
2012 - 2013	14	7	21	9	4	13	34	38%	23	39%	35%	13%	52%	0%	67%	69%
2013 - 2014	15	7	22	3	3	6	28	21%	18	17%	56%	0%	44%	0%	68%	50%
2014 - 2015	19	7	26	8	3	11	37	30%	27	30%	30%	15%	56%	0%	73%	73%
2015 - 2016	22	5	27	4	6	10	37	27%	26	15%	31%	12%	58%	0%	81%	40%
2016-2017	10	16	26	1	12	13	39	33%	11	9%	Forthcoming				38%	8%

<sup>1</sup>Resolved offers do not include 3 pending offers (2 male and 1 female applicants) from the 2016-2017 recruitment season.

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Table 61: College of LSA (All Divisions)<sup>1</sup>

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
	Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female								
2000 - 2001	15	12	27	3	1	4	31	13%	18	17%	22%	17%	61%	0%	56%	75%
2001 - 2002	13	14	27	2	6	8	35	23%	15	13%	13%	0%	87%	0%	48%	25%
2002 - 2003	9	6	15	9	6	15	30	50%	18	50%	28%	0%	72%	0%	60%	60%
2003 - 2004	6	6	12	2	8	10	22	45%	8	25%	13%	25%	63%	0%	50%	20%
2004 - 2005	19	5	24	7	4	11	35	31%	26	27%	8%	8%	85%	0%	79%	64%
2005 - 2006	6	6	12	3	6	9	21	43%	9	33%	11%	11%	78%	0%	50%	33%
2006 - 2007	11	10	21	4	6	10	31	32%	15	27%	7%	0%	93%	0%	52%	40%
2007 - 2008	24	23	47	14	9	23	70	33%	38	37%	21%	18%	61%	0%	51%	61%
2008 - 2009	31	31	62	25	15	40	102	39%	56	45%	14%	14%	71%	0%	50%	63%
2009 - 2010	18	7	25	16	8	24	49	49%	34	47%	15%	12%	74%	0%	72%	67%
2010 - 2011	20	18	38	12	7	19	57	33%	32	38%	16%	22%	63%	0%	53%	63%
2011 - 2012	23	21	44	18	9	27	71	38%	41	44%	22%	0%	78%	0%	52%	67%
2012 - 2013	20	27	47	16	10	26	73	36%	36	44%	11%	11%	75%	3%	43%	62%
2013 - 2014	21	18	39	15	7	22	61	36%	36	42%	25%	8%	67%	0%	54%	68%
2014 - 2015	30	21	51	25	15	40	91	44%	55	45%	16%	25%	58%	0%	59%	63%
2015 - 2016	22	5	27	22	14	36	63	57%	44	50%	14%	18%	68%	0%	81%	61%
2016-2017	21	10	31	25	7	32	63	51%	46	54%	Forthcoming				68%	78%

<sup>1</sup>Data for the Humanities and Social Sciences were not compiled for AY2001 - AY2007.

Table 62: College of LSA (Division of Humanities)<sup>1</sup>

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
	Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female								
2007 - 2008	7	2	9	4	2	6	15	40%	11	36%	9%	9%	82%	0%	78%	67%
2008 - 2009	9	4	13	9	1	10	23	43%	18	50%	0%	11%	89%	0%	69%	90%
2009 - 2010	3	1	4	4	3	7	11	64%	7	57%	29%	0%	71%	0%	75%	57%
2010 - 2011	8	2	10	4	0	4	14	29%	12	33%	17%	25%	58%	0%	80%	100%
2011 - 2012	7	1	8	4	3	7	15	47%	11	36%	45%	0%	55%	0%	88%	57%
2012 - 2013	3	0	3	5	0	5	8	63%	8	63%	13%	13%	75%	0%	100%	100%
2013 - 2014	4	2	6	3	1	4	10	40%	7	43%	14%	14%	71%	0%	67%	75%
2014 - 2015	7	3	10	14	0	14	24	58%	21	67%	24%	33%	43%	0%	70%	100%
2015 - 2016	2	0	2	3	2	5	7	71%	5	60%	20%	20%	60%	0%	100%	60%
2016-2017	3	1	4	6	0	6	10	60%	9	67%	Forthcoming				75%	100%

<sup>1</sup>Includes Asian Languages and Cultures; Classical Studies; Comparative Literature; English Language and Literature; Germanic Languages and Literatures; History of Art; Linguistics; Near Eastern Studies; Philosophy; Romance Languages and Literatures; Screen Arts and Cultures; and Slavic Languages and Literatures.

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Table 63: College of LSA (Division of Natural Sciences)<sup>1</sup>

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
	Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female								
2000 - 2001	15	12	27	3	1	4	31	13%	18	17%	22%	17%	61%	0%	56%	75%
2001 - 2002	13	14	27	2	6	8	35	23%	15	13%	13%	0%	87%	0%	48%	25%
2002 - 2003	9	6	15	9	6	15	30	50%	18	50%	28%	0%	72%	0%	60%	60%
2003 - 2004	6	6	12	2	8	10	22	45%	8	25%	13%	25%	63%	0%	50%	20%
2004 - 2005	19	5	24	7	4	11	35	31%	26	27%	8%	8%	85%	0%	79%	64%
2005 - 2006	6	6	12	3	6	9	21	43%	9	33%	11%	11%	78%	0%	50%	33%
2006 - 2007	11	10	21	4	6	10	31	32%	15	27%	7%	0%	93%	0%	52%	40%
2007 - 2008	8	8	16	5	4	9	25	36%	13	38%	38%	15%	46%	0%	50%	56%
2008 - 2009	14	14	28	4	10	14	42	33%	18	22%	17%	0%	83%	0%	50%	29%
2009 - 2010	5	3	8	5	2	7	15	47%	10	50%	20%	10%	70%	0%	63%	71%
2010 - 2011	6	8	14	1	4	5	19	26%	7	14%	29%	0%	71%	0%	43%	20%
2011 - 2012	11	5	16	5	2	7	23	30%	16	31%	19%	0%	81%	0%	69%	71%
2012 - 2013	5	7	12	6	2	8	20	40%	11	55%	18%	0%	82%	0%	42%	75%
2013 - 2014	1	3	4	6	2	8	12	67%	7	86%	29%	14%	57%	0%	25%	75%
2014 - 2015	10	9	19	3	4	7	26	27%	13	23%	8%	8%	85%	0%	53%	43%
2015 - 2016	11	4	15	9	4	13	28	46%	20	45%	25%	5%	70%	0%	73%	69%
2016-2017	4	4	8	7	0	7	15	47%	11	64%	Forthcoming				50%	100%

<sup>1</sup>Includes Astronomy; Biophysics; Chemistry; Earth and Environmental Sciences; Ecology and Evolutionary Biology; Mathematics; Molecular, Cellular, and Developmental Biology; Physics; Statistics.

Table 64: College of LSA (Division of Social Sciences)<sup>1</sup>

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
	Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female								
2007 - 2008	9	13	22	5	3	8	30	27%	14	36%	14%	29%	57%	0%	41%	63%
2008 - 2009	10	12	22	15	4	19	41	46%	25	60%	24%	28%	48%	0%	45%	79%
2009 - 2010	10	3	13	7	3	10	23	43%	17	41%	6%	18%	76%	0%	77%	70%
2010 - 2011	6	8	14	7	3	10	24	42%	13	54%	8%	31%	62%	0%	43%	70%
2011 - 2012	5	15	20	9	4	13	33	39%	14	64%	7%	0%	93%	0%	25%	69%
2012 - 2013	12	20	32	6	8	14	46	30%	18	33%	6%	17%	67%	11%	38%	43%
2013 - 2014	16	13	29	6	4	10	39	26%	22	27%	27%	5%	68%	0%	55%	60%
2014 - 2015	13	9	22	8	11	19	41	46%	21	38%	14%	29%	57%	0%	59%	42%
2015 - 2016	10	1	11	10	8	18	29	62%	20	50%	5%	30%	65%	0%	91%	56%
2016 - 2017	14	5	19	12	7	19	38	50%	26	46%	Forthcoming				74%	63%

<sup>1</sup>Includes Afroamerican and African Studies; American Culture; Anthropology; Communication Studies; Economics; History; Political Science; Psychology; Sociology; and Women's Studies.

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Table 65: Medical School (Basic Science Departments)

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
	Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female								
2000 - 2001	1	2	3	1	1	2	5	40%	2	50%	0%	0%	100%	0%	33%	50%
2001 - 2002	1	2	3	1	0	1	4	25%	2	50%	0%	0%	100%	0%	33%	100%
2002 - 2003	6	0	6	2	2	4	10	40%	8	25%	38%	0%	63%	0%	100%	50%
2003 - 2004	7	3	10	5	0	5	15	33%	12	42%	0%	0%	100%	0%	70%	100%
2004 - 2005	5	2	7	2	0	2	9	22%	7	29%	29%	0%	71%	0%	71%	100%
2005 - 2006	3	2	5	2	0	2	7	29%	5	40%	60%	0%	40%	0%	60%	100%
2006 - 2007	2	0	2	2	1	3	5	60%	4	50%	50%	0%	50%	0%	100%	67%
2007 - 2008	2	1	3	0	0	0	3	0%	2	0%	0%	0%	100%	0%	67%	--
2008 - 2009	10	2	12	1	2	3	15	20%	11	9%	45%	0%	55%	0%	83%	33%
2009 - 2010	2	1	3	0	1	1	4	25%	2	0%	100%	0%	0%	0%	67%	0%
2010 - 2011	2	0	2	1	0	1	3	33%	3	33%	33%	0%	67%	0%	100%	100%
2011 - 2012	1	1	2	1	0	1	3	33%	2	50%	50%	0%	50%	0%	50%	100%
2012 - 2013	1	0	1	0	0	0	1	0%	1	0%	100%	0%	0%	0%	100%	--
2013 - 2014	6	1	7	2	0	2	9	22%	8	25%	13%	0%	88%	0%	86%	100%
2014 - 2015	4	0	4	1	0	1	5	20%	5	20%	40%	0%	60%	0%	100%	100%
2015 - 2016	4	0	4	0	0	0	4	0%	4	0%	50%	0%	50%	0%	100%	--
2016 - 2017	1	1	2	0	0	0	2	0%	1	0%	Forthcoming				50%	--

Table 66: Medical School (Clinical Departments)

	Resolved Offers								All Accepted Offers						% Offers Accepted within Gender	
	Offers to Men			Offers to Women			Total Offers		Total N	% Female	% A/AA	% URM	% White	% Unk.	Male	Female
	Accepted	Declined	Male Total	Accepted	Declined	Female Total	Total N	% Female								
2006 - 2007	18	5	23	6	3	9	32	28%	24	25%	29%	8%	63%	0%	78%	67%
2007 - 2008	22	4	26	8	1	9	35	26%	30	27%	20%	7%	73%	0%	85%	89%
2008 - 2009	28	4	32	15	2	17	49	35%	43	35%	33%	9%	58%	0%	88%	88%
2009 - 2010	12	3	15	7	0	7	22	32%	19	37%	26%	11%	63%	0%	80%	100%
2010 - 2011	15	1	16	12	2	14	30	47%	27	44%	22%	11%	67%	0%	94%	86%
2011 - 2012	17	8	25	2	1	3	28	11%	19	11%	11%	11%	79%	0%	68%	67%
2012 - 2013	12	1	13	6	0	6	19	32%	18	33%	39%	6%	56%	0%	92%	100%
2013 - 2014	16	3	19	9	0	9	28	32%	25	36%	12%	20%	68%	0%	84%	100%
2014 - 2015	17	2	19	10	0	10	29	34%	27	37%	22%	15%	63%	0%	89%	100%
2015 - 2016	17	4	21	11	2	13	34	38%	28	39%	21%	7%	71%	0%	81%	85%
2016 - 2017	13	2	15	4	1	5	20	25%	17	24%	Forthcoming				87%	80%

Note: Data were not compiled for AY2001 - AY2006.