

---

**ASSESSING THE ACADEMIC WORK ENVIRONMENT FOR  
TENURE-TRACK FACULTY AT THE  
UNIVERSITY OF MICHIGAN IN 2001, 2006, AND 2012:  
*GENDER AND RACE IN RETENTION-RELEVANT  
CAREER EXPERIENCES***

UM ADVANCE Program

July, 2015











































































































Assessing the Academic Work Environment for Tenure-Track Faculty at the University of Michigan in 2001, 2006, and 2012:  
Gender and Race in Retention-Relevant Career Experiences

<b>Table 9 - Household: Weighted Means and Percentages by Race-Ethnicity-Gender Groups within Discipline</b>												
	<b>Men of Color</b>			<b>White Men</b>			<b>Men of Color</b>		<b>White Men</b>		<b>Men of Color</b>	<b>White Men</b>
	<b>Science &amp; Engineering</b>			<b>Science &amp; Engineering</b>			<b>Social Sciences</b>		<b>Social Sciences</b>		<b>Arts &amp; Humanities</b>	<b>Arts &amp; Humanities</b>
	<b>2001</b>	<b>2006</b>	<b>2012</b>	<b>2001</b>	<b>2006</b>	<b>2012</b>	<b>2006</b>	<b>2012</b>	<b>2006</b>	<b>2012</b>	<b>2012</b>	<b>2012</b>
	n=24	n=29	n=90	n=74	n=112	n=363	n=13	n=28	n=57	n=116	n=15	n=91
	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean
Household responsibility	2.00	2.30	2.12	1.93	1.97	1.92	2.37	2.03	1.99	1.97	2.04	1.97
Level of childcare responsibility		2.16	2.28		2.56	2.29	2.90	2.75	2.53	2.64	2.65	2.60
	%	%	%	%	%	%	%	%	%	%	%	%
Single with children	4%	0%	1%	1%	4%	3%	0%	4%	2%	4%	0%	1%
Partner, no children	8%	14%	6%	10%	13%	7%	15%	19%	21%	12%	7%	11%
Partner and children	67%	86%	83%	82%	78%	82%	69%	68%	65%	79%	67%	71%
Single, no children	4%	0%	3%	3%	5%	4%	8%	7%	7%	1%	7%	6%
Responsible for caring for another adult			16%			11%		8%		12%	25%	6%
Sole responsibility for caring for another adult (% of those who said they care for other adult)			23%			22%		0%		23%	0%	0%
Any aspect of professional life affected by childcare*			82%			88%		87%		85%	75%	87%
Any aspect of professional life affected by caring for ill, disabled, or aging person			13%			20%		11%		16%	13%	14%
Any aspect of professional life affected by own health			6%			16%		11%		17%	20%	16%
Partner employed full-time	33%	59%	49%	41%	47%	37%	62%	54%	51%	50%	50%	43%
	n=7	n=13	n=44	n=21	n=42	n=107	n=6	n=9	n=26	n=43	n=7	n=28
Partner is UM faculty (vs.other employment at UM)	43%	46%	50%	52%	43%	52%	67%	56%	69%	61%	71%	68%
	<b>Women of Color</b>			<b>White Women</b>			<b>Women of Color</b>		<b>White Women</b>		<b>Women of Color</b>	<b>White Women</b>
	<b>Science &amp; Engineering</b>			<b>Science &amp; Engineering</b>			<b>Social Sciences</b>		<b>Social Sciences</b>		<b>Arts &amp; Humanities</b>	<b>Arts &amp; Humanities</b>
	<b>2001</b>	<b>2006</b>	<b>2012</b>	<b>2001</b>	<b>2006</b>	<b>2012</b>	<b>2006</b>	<b>2012</b>	<b>2006</b>	<b>2012</b>	<b>2012</b>	<b>2012</b>
	n=19	n=26	n=36	n=104	n=95	n=137	n=19	n=24	n=51	n=91	n=20	n=68
	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean
Household responsibility	2.40	2.43	2.27	2.18	2.24	2.23	2.48	2.40	2.26	2.02	1.88	1.98
Level of childcare responsibility		3.13	3.64		3.68	3.74	3.67	3.30	3.40	3.48	3.44	3.52
	%	%	%	%	%	%	%	%	%	%	%	%
Single with children	6%	12%	0%	7%	5%	7%	11%	17%	6%	11%	15%	16%
Partner, no children	16%	4%	8%	13%	14%	10%	16%	8%	12%	10%	25%	18%
Partner and children	67%	77%	78%	62%	71%	69%	63%	58%	71%	58%	30%	43%
Single, no children	0%	4%	11%	13%	10%	8%	5%	4%	4%	9%	20%	10%
Responsible for caring for another adult			27%			8%		19%		18%	22%	14%
Sole responsibility for caring for another adult (% of those who said they care for other adult)			0%			55%		25%		47%	75%	11%
Any aspect of professional life affected by childcare*			95%			97%		87%		97%	100%	86%
Any aspect of professional life affected by caring for ill, disabled, or aging person			31%			20%		29%		25%	45%	29%
Any aspect of professional life affected by own health			11%			18%		25%		23%	35%	25%
Partner employed full-time	79%	85%	81%	64%	71%	67%	68%	58%	57%	52%	40%	43%
	n=8	n=17	n=19	n=39	n=43	n=56	n=12	n=10	n=24	n=27	n=8	n=21
Partner is UM faculty (vs.other employment at UM)	63%	71%	84%	80%	77%	73%	100%	100%	71%	67%	38%	86%

Notes: Numbers of respondents vary slightly by item; reported Ns are maximum numbers for that group for items in table. \*This variable was examined only for those faculty in 2012 with at least one child under age 18.