

# INSTITUTIONAL INDICATORS OF DIVERSITY FOR FACULTY AT THE UNIVERSITY OF MICHIGAN: AY2010



## **FOR PUBLIC RELEASE**

Data are aggregated by college or across schools/divisions in this version for public release, in order to protect individual identities. In addition, the School of Nursing data was not part of the reporting initiated with the NSF grant as the demographics in Nursing are importantly different from those found in other STEM disciplines. Therefore, Nursing was treated separately in the version of this report prepared for UM administrators; however, in order to protect individual identities, the School of Nursing data are not included in this public version of the report.

## Table of Contents

<b>I.</b>	<b>Introduction .....</b>	<b>1</b>
<b>II.</b>	<b>Campus-wide Assessment .....</b>	<b>3</b>
<b>III.</b>	<b>STEM Instructional (Tenure) Track Faculty .....</b>	<b>4</b>
	a. College of Engineering .....	5
	b. College of LSA (Natural Sciences) .....	6
	c. Medical School (Basic Sciences) .....	8
	d. Medical School (Clinical Departments) .....	9
	e. Medical School (All) .....	11
	f. Science Faculty from the Six Schools .....	11
	g. Over Time Change on the Tenure Track by Gender: Sex Ratio Analysis .....	13
	h. Over Time Change on the Tenure Track by Race/Ethnicity: Race/Ethnicity Ratio Analysis .....	14
	i. Associate Professors, Average Number of Years in Rank .....	14
<b>IV.</b>	<b>STEM Primary Research Track Faculty .....</b>	<b>18</b>
	a. College of Engineering .....	18
	b. College of LSA (Natural Sciences) .....	19
	c. Medical School (Basic Sciences) .....	20
	d. Medical School (Clinical Departments) .....	20
	e. Medical School (All) .....	21
	f. Science Faculty from the Six Schools .....	22
<b>V.</b>	<b>STEM Clinical Track Faculty .....</b>	<b>23</b>
	a. Medical School (Clinical Departments) .....	23
	b. Science Faculty from the Six Schools .....	24
<b>VI.</b>	<b>STEM Faculty – Additional Appointments and Honors .....</b>	<b>25</b>
	a. Named Professorships .....	25
	b. Tenure/Promotion Committees .....	26
	c. Administrative Positions .....	27
	d. Executive Committees .....	28
<b>VII.</b>	<b>Non-STEM Instructional (Tenure) Track Faculty .....</b>	<b>30</b>
	a. College of LSA (Humanities) .....	30
	b. College of LSA (Social Sciences) .....	32
	c. Non-Science Faculty from the Six Schools .....	33
	d. Eight Additional Non-STEM Schools .....	35
	e. Over Time Change on the Tenure Track by Gender: Sex Ratio Analysis .....	37
	f. Over Time Change on the Tenure Track by Race/Ethnicity: Race/Ethnicity Ratio Analysis .....	37
	g. Associate Professors, Average Number of Years in Rank .....	37
<b>VIII.</b>	<b>Non-STEM Primary Research Track Faculty .....</b>	<b>40</b>
	a. College of LSA (Social Sciences) .....	40
	b. Non-Science Faculty from the Six Schools .....	40
	c. Eight Additional Non-STEM Schools .....	40
<b>IX.</b>	<b>Non-STEM Clinical Track Faculty .....</b>	<b>42</b>
	a. Non-Science Faculty from the Six Schools .....	42
	b. Eight Additional Non-STEM Schools .....	42
<b>X.</b>	<b>Non-STEM Faculty – Additional Appointments and Honors .....</b>	<b>43</b>
	a. Named Professorships .....	43
	b. Tenure/Promotion Committees .....	44
	c. Administrative Positions .....	45
	d. Executive Committees .....	46
<b>XI.</b>	<b>Six Schools with both Science and Non-Science Faculty .....</b>	<b>47</b>
<b>XII.</b>	<b>Appendix A .....</b>	<b>52</b>
<b>XIII.</b>	<b>Tables .....</b>	<b>55</b>

## List of Tables

1. Faculty at the University of Michigan: AY2010
2. STEM – Tenure Track Faculty by Gender and Race/Ethnicity, 2009-2010
3. STEM – Research Track Faculty by Gender and Race/Ethnicity, 2009-2010
4. STEM – Clinical Track Faculty by Gender and Race/Ethnicity, 2009-2010
5. STEM – Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2009-2010
6. College of Engineering – Named Professorships by Gender and Race/Ethnicity, 2009-2010
7. College of LSA (Natural Sciences) – Named Professorships by Gender and Race/Ethnicity, 2009-2010
8. Medical School (Basic Sciences) – Named Professorships by Gender and Race/Ethnicity, 2009-2010
9. Medical School (Clinical Departments) – Named Professorships by Gender and Race/Ethnicity, 2009-2010
10. Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2009-2010
11. College of Engineering – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
12. College of LSA (Natural Sciences) – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
13. Medical School (Basic Sciences) – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
14. Medical School (Clinical Departments) – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
15. Science Faculty from the Six Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
16. College of Engineering – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
17. College of LSA (Natural Sciences) – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
18. Medical School (Basic Sciences) – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
19. Medical School (Clinical Departments) – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
20. Science Faculty from the Six Schools – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
21. College of Engineering – Executive Committees by Gender and Race/Ethnicity, 2009-2010
22. College of LSA (Natural Sciences) – Executive Committees by Gender and Race/Ethnicity, 2009-2010
23. Medical School (Basic Sciences) – Executive Committees by Gender and Race/Ethnicity, 2009-2010
24. Medical School (Clinical Departments) – Executive Committees by Gender and Race/Ethnicity, 2009-2010
25. Science Faculty from the Six Schools – Executive Committees by Gender and Race/Ethnicity, 2009-2010
26. Non-STEM – Tenure Track Faculty by Gender and Race/Ethnicity, 2009-2010
27. Non-STEM – Research Track Faculty by Gender and Race/Ethnicity, 2009-2010
28. Non-STEM – Clinical Track Faculty by Gender and Race/Ethnicity, 2009-2010
29. Non-STEM – Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2009-2010
30. College of LSA (Humanities) – Named Professorships by Gender and Race/Ethnicity, 2009-2010
31. College of LSA (Social Sciences) – Named Professorships by Gender and Race/Ethnicity, 2009-2010
32. Non-Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2009-2010
33. Eight Additional Non-STEM Schools – Named Professorships by Gender and Race/Ethnicity, 2009-2010
34. College of LSA (Humanities) – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
35. College of LSA (Social Sciences) – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
36. Non-Science Faculty from the Six Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
37. Eight Additional Non-STEM Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
38. College of LSA (Humanities) – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
39. College of LSA (Social Sciences) – Administrative Positions by Gender and Race/Ethnicity, 2009-2010

40. Non-Science Faculty from the Six Schools – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
41. Eight Additional Non-STEM Schools – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
42. College of LSA (Humanities) – Executive Committees by Gender and Race/Ethnicity, 2009-2010
43. College of LSA (Social Sciences) – Executive Committees by Gender and Race/Ethnicity, 2009-2010
44. Non-Science Faculty from the Six Schools – Executive Committees by Gender and Race/Ethnicity, 2009-2010
45. Eight Additional Non-STEM Schools – Executive Committees by Gender and Race/Ethnicity, 2009-2010
46. Combined Science and Non-Science Faculty from the Six Schools – Tenure Track Faculty by Gender and Race/Ethnicity, 2009-2010
47. Combined Science and Non-Science Faculty from the Six Schools – Research Track Faculty by Gender and Race/Ethnicity, 2009-2010
48. Combined Science and Non-Science Faculty from the Six Schools – Clinical Track Faculty by Gender and Race/Ethnicity, 2009-2010
49. Combined Science and Non-Science Faculty from the Six Schools – Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2009-2010
50. Combined Science and Non-Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2009-2010
51. Combined Science and Non-Science Faculty from the Six Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010
52. Combined Science and Non-Science Faculty from the Six Schools – Administrative Positions by Gender and Race/Ethnicity, 2009-2010
53. Combined Science and Non-Science Faculty from the Six Schools – Executive Committees by Gender and Race/Ethnicity, 2009-2010

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## I. INTRODUCTION

### **Schools Included in this Report**

The ADVANCE indicator data reported here are for the 2009–2010 academic year (AY2010). In this report, we discuss all faculty with appointments on the instructional (tenure), primary research, and clinical tracks, by gender and race/ethnicity, at the University of Michigan for AY2010. The report is divided into three sections: overall campus-wide assessment; indicators for Science, Technology, Engineering, and Mathematics (STEM) faculty campus-wide; and indicators for non-STEM faculty campus-wide. Each section provides summary information about all faculty on the instructional, research, and clinical tracks.

The STEM section of this report continues the reporting process initiated with UM's NSF ADVANCE grant (begun in 2002 and continuing through 2007) and includes the College of Engineering, College of LSA (Natural Sciences Division), Medical School (basic science and clinical departments), and science faculty from six schools with both science and non-science faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health). In addition, appended tables provide demographic information separately by school.

The non-STEM section covers the College of LSA (Humanities and Social Sciences Divisions), eight additional schools with primarily non-STEM faculty (Architecture & Urban Planning, Art & Design, Business, Education, Law, Music, Theater & Dance, Public Policy, and Social Work), and the non-science faculty from the six schools previously mentioned with both science and non-science faculty. The report provides information separately for each of the LSA Divisions (Humanities and Social Sciences), collectively for the eight non-STEM schools and colleges, and collectively for the non-science faculty associated with the six schools with both science and non-science faculty. In addition, appended tables provide demographic information separately by school.

### **Faculty Appointments Included in this Report**

For each College or School, we included faculty from the instructional (tenure), primary research, and clinical tracks. We included faculty with the titles of assistant, associate, and full professor; assistant, associate, and research scientist/professor<sup>1</sup>; and assistant, associate, and clinical professor, respectively. Lecturers, instructors, research investigators, and supplemental faculty were not included. Faculty with joint appointments (i.e., greater than 0% time equivalence) were counted in each unit of appointment. In addition, faculty with dry faculty appointments and funded administrative appointments were counted in their primary academic unit (n=51).

### **Defining Race/Ethnicity and Gender**

Data were drawn from the University database; in it, faculty ethnicity is coded using five mutually exclusive categories (American Indian/Alaskan Native; Asian/Asian American/Pacific Islander; Black/African American; Hispanic/Latino; and white). These categories may or may not correspond to an individual's self perception. Moreover, individuals can only be identified as having one ethnicity in this database, so someone had to make a judgment about the individual's primary ethnic identity; that judgment may or may not be consistent with the individual's own view. Throughout this report, we discuss faculty who fall into one of three groups according to these data: Asian/Asian American faculty, white faculty, and underrepresented minority faculty (including American Indian/Alaskan Native, Black/African American, and Hispanic/Latino). Information regarding faculty gender was also drawn from the University database.

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<sup>1</sup>On the research track, faculty may be appointed to two different paths: research scientist classifications include research scientist, associate research scientist, and assistant research scientist; and research professor classifications include research professor, research associate professor, and research assistant professor. For our purposes, faculty members on both paths are considered together.

### **Time Period Reported**

Following the narrative section are tables presenting all of the indicators reported here. In extracting data from the University's databases, we used an effective date of March 1, 2010. However, since we were attempting to reflect conditions in effect during AY2010, these data were verified by the individual Colleges and Schools to ensure we did not exclude any faculty who may have been present in Fall 2009 and not in Winter 2010. The data liaisons in each academic unit also ensured that we included all additional positions (e.g., administrative positions) held by their faculty during the academic year. The percentages reported here are based on the number of faculty in each department (i.e., appointment count), and not based on time equivalents (FTE). Head counts are easier to conceptualize, and in most cases do not differ significantly from the FTE allocation.

For changes in status such as new faculty members, promotions, and terminations/retirements, the effective dates used were between March 1, 2009, and March 1, 2010. That is, we report on faculty members who started their instructional tenure track position or who left their position during this time period. The date parameters were selected to facilitate the reconciliation of changes in the number of faculty from AY2009 to AY2010; however, these data do not match exactly with the academic year. With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

Because we have been tracking the indicators for STEM faculty since AY2001 we are able to make comparisons between the AY2010 and AY2001 indicator data and these are reported here. Tracking of faculty in all other disciplines (i.e., all faculty in Architecture & Urban Planning, Art & Design, Business, Education, Law, Music, Theater & Dance, Public Policy, and Social Work; LSA faculty in the Social Sciences and Humanities Divisions; and non-science faculty in Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health) began in AY2009 and comparisons between AY2010 and AY2009 are provided for these groups of faculty.

### **Indicators Reported**

This report includes information on:

- number of faculty by track and rank, including changes from AY2009 (new faculty, retirements/terminations, and promotions);
- average number of years in rank for associate professors;
- sex ratio composition by school;
- racial-ethnic composition by school;
- named professorships;
- administrative appointments;
- service on tenure and promotion committees; and
- service on executive committees.

Data are also presented by gender and race/ethnicity.

## II. CAMPUS-WIDE ASSESSMENT

In AY2010, the overall composition of faculty on the **instructional, or tenure, track** (including STEM and non-STEM faculty) was 30% (n=858) female and 70% (n=1986) male; this is identical to the gender distribution in AY2009 (see Table 1<sup>2</sup>; comparison data are not available for AY2001). The gender disparity in AY2010 was the greatest at the highest rank of professor: only 23% (n=332) of professors were women. At the associate professor level, 37% (n=263) of the faculty were women, and at the assistant professor level, 40% (n=263) of the faculty were women. From AY2009 to AY2010, the proportion of tenure-track faculty who were Asian/Asian Americans and underrepresented minorities remained stable (from 13% to 14% and 9% at both times, respectively). In AY2010, the proportion of faculty who were Asian/Asian Americans decreased as we ascend the academic ladder: 23% (n=150) of assistant professors, 16% (n=114) of associate professors, and 9% (n=132) of professors were Asian/Asian Americans. The percent of underrepresented minority faculty remained low across the ranks, ranging from 12% (n=83) of associate professors to 7% (n=100) of professors. For a summary of the net effects of faculty hires, retirements/terminations, and promotions among all tenure track faculty at the University of Michigan during this one year, see Figures 1a and 1b<sup>3</sup>.

Figure 1a: Campus-wide Faculty – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010

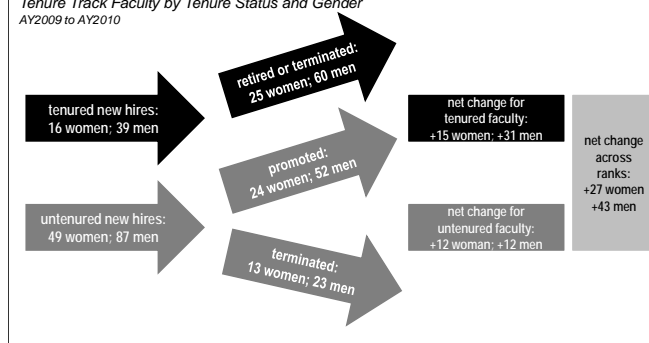
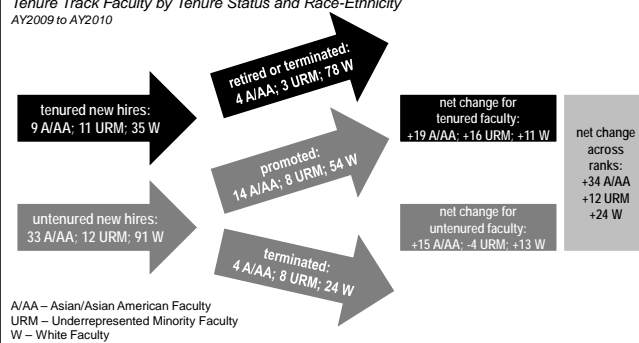


Figure 1b: Campus-wide Faculty – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010



During the same period, women comprised 33% (n=112) and men comprised 67% (n=231) of faculty on the **primary research track**; again, this is comparable to the gender breakdown in AY2009 (34% and 66%, respectively); see Table 1. A majority of female (77%) and male (63%) research track faculty were at the lowest rank of assistant research scientist. From AY2009 to AY2010, the proportion of primary research track faculty who were Asian/Asian Americans and underrepresented minorities remained stable (from 28% to 29% and 4% to 3%, respectively). Thirty-seven percent (n=86) of assistant and 18% (n=12) of associate research scientists were Asian/Asian Americans and only 2% (n=1) of research scientists were Asian/Asian Americans. Very few underrepresented minorities held appointments on the research track, comprising only 3% (n=8) of assistant research scientists, 2% (n=1) of associate research scientists, and 7% (n=3) of research scientists.

Finally, on the **clinical track**, the overall composition of faculty was 49% (n=382) female and 51% (n=398) male in AY2010, compared to 46% and 54%, respectively, in AY2009 (see Table 1). There was near gender parity at the clinical assistant professor and clinical associate professor ranks, where 53% and 49% of faculty, respectively, were women in AY2010. However, at the highest rank of clinical professor, the proportion of female faculty was only 25% (n=23). From AY2009 to AY2010, the proportion of clinical track faculty who were Asian/Asian Americans and underrepresented minorities remained stable (from 15% to 17% and 7% at both times, respectively). The proportion of faculty who were Asian/Asian Americans ranged from a high of 19% (n=97) of clinical assistant professors to a low of 4% (n=4) clinical professors; moreover, underrepresented minorities ranged from 9% (n=15) of clinical associate professors to 2% (n=2) of clinical professors.

<sup>2</sup> In this section, we report on unique faculty appointment counts (that is, faculty with joint funded appointments are counted only once, in their primary academic unit).

<sup>3</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



### III. STEM INSTRUCTIONAL (TENURE) TRACK FACULTY

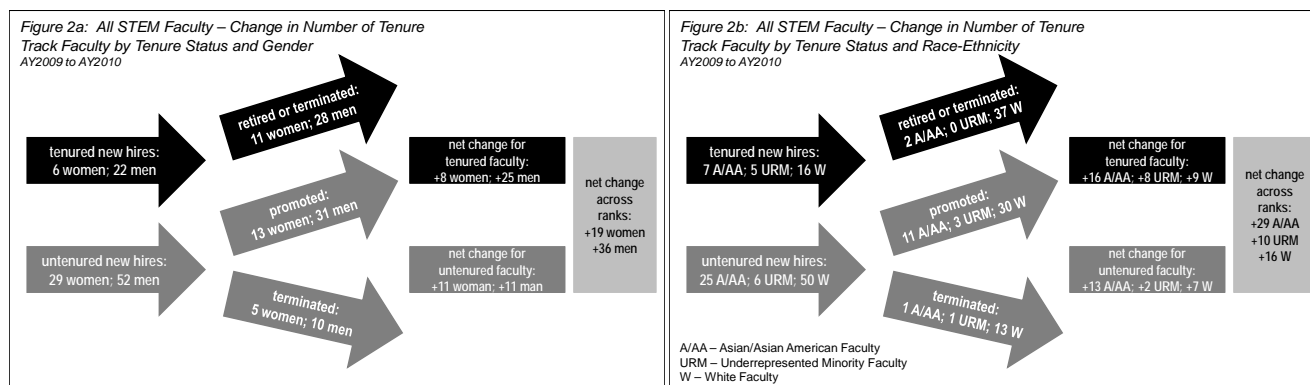
#### OVERVIEW

In this section we discuss all UM faculty in Science, Technology, Engineering, and Mathematics (STEM) fields, by gender and race/ethnicity, at the University of Michigan for AY2010 and in comparison to AY2001. Included in this section are all STEM faculty on the instructional track in STEM departments in the College of Engineering<sup>4</sup> (CoE), the College of Literature, Science, and the Arts' Division of Natural Sciences<sup>5</sup> (LSA), and the Medical School's Basic Science and Clinical departments<sup>6</sup> (MED). In addition to these schools, we include science faculty members in six additional schools that house both science and non-science faculty at the University of Michigan (School of Dentistry, School of Information, School of Kinesiology, School of Natural Resources and Environment, College of Pharmacy, and School of Public Health). Faculty members in these schools were determined to be scientists by assessing the field of study in which they received their highest degree (see Appendix I for a listing of which fields of study were included). For those highest degrees that might comprise research in both science and non-science areas, we evaluated the individual cases and included faculty based on their research foci.

We begin with a summary of all STEM faculty and then provide information by college for the three schools with the largest number of STEM faculty (Engineering, LSA Natural Sciences and Medicine) and for the six additional schools that also have STEM faculty.

#### STEM SUMMARY

In AY2010, of all STEM instructional track faculty at UM, 23% (n=379) were female and 77% (n=1293) were male. Moreover, 17% were Asian/Asian American, 6% were underrepresented minorities, and 77% were white; both the gender and racial-ethnic breakdowns are comparable to those in AY2009. The gender disparity was greatest at the highest rank of full professor: 15% (134 of 899) were female at this rank, compared with 28% (104 of 370) at the rank of associate professor, and 35% (141 of 403) at the rank of assistant professor.



In addition, the proportion of Asian/Asian Americans was lower as we ascend the academic ladder: 28% (114 of 403) of those at the rank of assistant professor were Asian/Asian American compared with 20% (75 of 370) at the associate professor rank and 11% (96 of 899) at the full professor rank. The proportion of underrepresented minorities was low across the assistant, associate, and full professor ranks (6%, 8%, and 5%, respectively). For a summary of the net effects of new faculty, retirements/terminations, and promotions among all tenure track STEM faculty, see Figures 2a and 2b<sup>7</sup>.

<sup>4</sup> Engineering (CoE): Aerospace Engineering; Atmospheric, Oceanic & Space Sciences; Biomedical Engineering; Chemical Engineering; Civil & Environmental Engineering; Electrical Engineering & Computer Science; Industrial & Operations Engineering; Materials Science & Engineering; Mechanical Engineering; Naval Architecture & Marine Engineering; Nuclear Engineering & Radiological Sciences.

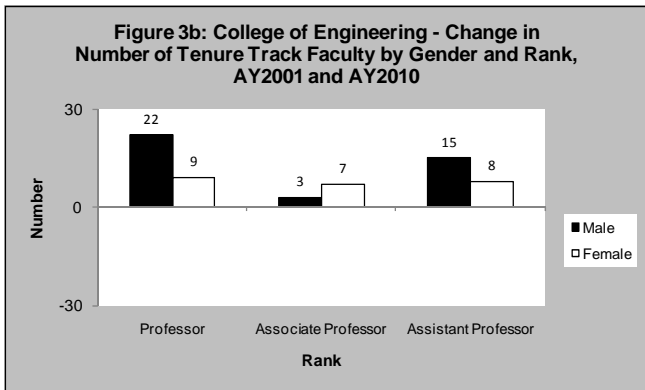
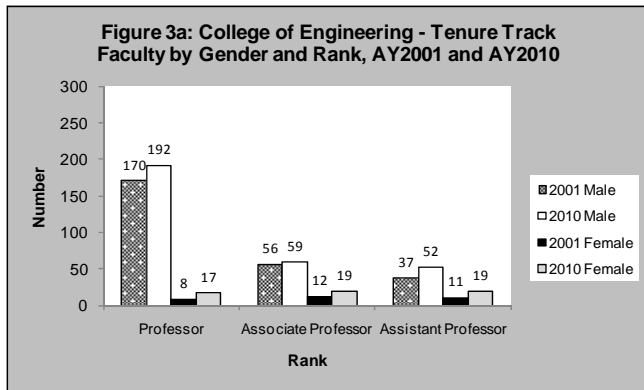
<sup>5</sup> Literature, Science, and the Arts Division of Natural Sciences (LSA): Astronomy; Chemistry; Ecology & Evolutionary Biology; Geological Sciences; Mathematics; Molecular, Cellular & Developmental Biology; Physics; Statistics.

<sup>6</sup> Medical School Basic Science departments (MED): Biological Chemistry; Cell & Developmental Biology; Human Genetics; Microbiology & Immunology; Pharmacology; Molecular & Integrative Physiology. Clinical departments: Anesthesiology, Dermatology, Emergency Medicine, Family Medicine, Internal Medicine, Neurology, Neurosurgery, Obstetrics and Gynecology, Ophthalmology and Visual Sciences, Orthopaedic Surgery, Otolaryngology, Pathology, Pediatrics and Communicable Diseases, Physical Medicine and Rehabilitation, Psychiatry, Radiation Oncology, Radiology, Surgery, and Urology.

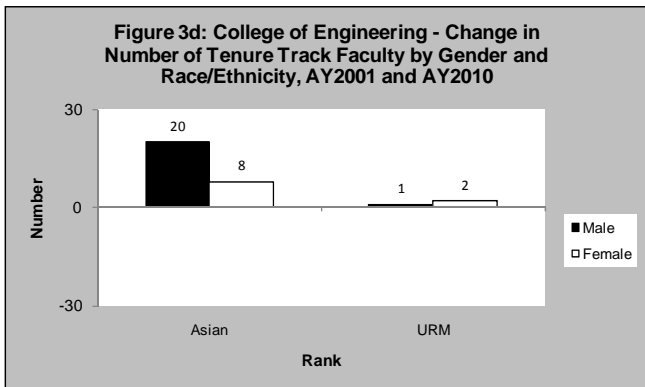
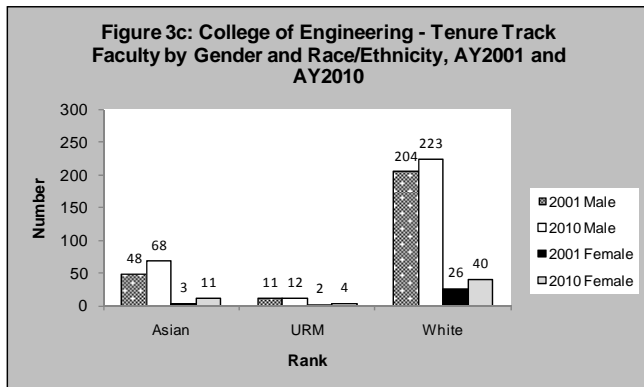
<sup>7</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

## College of Engineering

**Rates of Faculty by Rank.** In the College of Engineering, the overall proportion of women on the instructional track increased from 11% in AY2001 to 15% in AY2010; see Figures 3a-b. The total number of women increased from 31 to 55, and the total number of men increased from 263 to 303 from AY2001 to AY2010; see Table 2. The percentage of female faculty at each rank is slightly higher than in AY2001; however, the small proportion of female faculty continues to be particularly evident at the (full) professor level, where only 8% (17 of 209) of the faculty were women, up from 4% (8 of 178) in AY2001. Women comprised 24% (19 of 78) of associate professors and 27% (19 of 71) of assistant professors in AY2010, increases from 18% and 23%, respectively, in AY2001.



The race-ethnicity composition of the faculty remained relatively stable when comparing AY2001 to AY2010. The representation of white faculty decreased slightly from 78% to 74%, although the number of white faculty increased by 33 during this period (see Figures 3c-d). Asian/Asian American faculty increased from 17% to 22% (and increased in number by 28). The representation of underrepresented minority faculty remained stable at 4% (and only increased by 3 faculty members). In a pattern similar to female faculty, Asian/Asian American faculty comprised a lesser percentage of the faculty at the highest ranks: 28% (20 of 71) of assistant professors, 26% (20 of 78) of associate professors, and 19% (39 of 209) of professors in AY2010. Underrepresented minority (URM) faculty representation was consistently low at all ranks: 4% (3 of 71) of assistant professors, 8% (6 of 78) of associate professors and 3% (7 of 209) of professors.



Looking at race/ethnicity within gender in AY2010, 20% (11 of 55) of female and 22% (68 of 303) of male instructional faculty were Asian/Asian American; only 7% of female (4 of 55) and 4% (12 of 303) of male instructional faculty were underrepresented minority faculty. For men, the proportion of Asian/Asian American faculty decreased from assistant to full professor: at the level of assistant professor, 31% (16 of 52) of men were Asian/Asian American, but only 27% (16 of 59) and 19% (36 of 192) of men were Asian/Asian American at the levels of associate and full professors, respectively. These proportions were more equal for Asian/Asian American women at different ranks: 21% (4 of 19) of female assistant professors were Asian/Asian American, as were 21% (4 of 19) of female associate professors and 18% (3 of 17) of female full professors. Female underrepresented minority faculty were present in the lower faculty ranks (16%, or 3 of 19, of female assistant professors and 5%, or 1 of 19, of female associate professors) and not represented at the rank of professor; male underrepresented minority faculty comprised 8% (5 of 59) of male associate professors, 4% (7 of 192) of male professors, and were not represented at the rank of assistant professor.

**New Hires, Promotions, and Retirements/Terminations.** For the period between March 2009 and March 2010, 19% (n=5) of the new College of Engineering tenure track faculty members were women and 81% (n=21) were men; 35% (n=9) of these new faculty were Asian/Asian American, 58% (n=15) were white, and the remaining 8% (n=2) were underrepresented minorities. During the same period, the College lost 5 white males and 1 white female to retirements or other terminations. Nine faculty were reviewed for promotion<sup>8</sup>: 2 female faculty members (both white) and 7 male faculty members (4 Asian/Asian American faculty, 1 underrepresented minority, and 2 white faculty) were promoted from assistant to associate or associate to full professor. Overall, from AY2009 to AY2010, the College of Engineering gained 2 untenured female and 5 untenured male faculty members as well as 2 tenured female and 11 tenured male faculty members; see Figure 3e<sup>9</sup>. During the same time frame, the College gained 6 Asian/Asian American, 1 underrepresented minority, and 6 white tenured faculty as well as 3 Asian/Asian American, 1 underrepresented minority, and 3 white untenured faculty; see Figure 3f.

Figure 3e: College of Engineering – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010

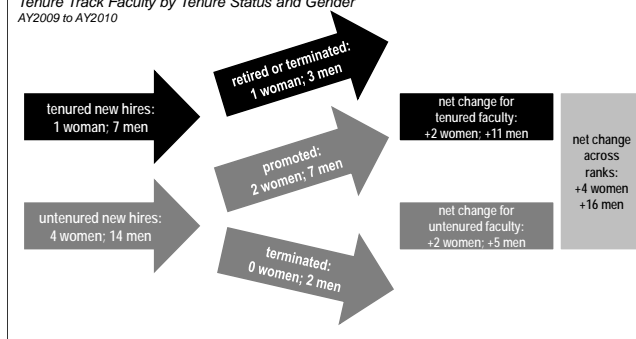
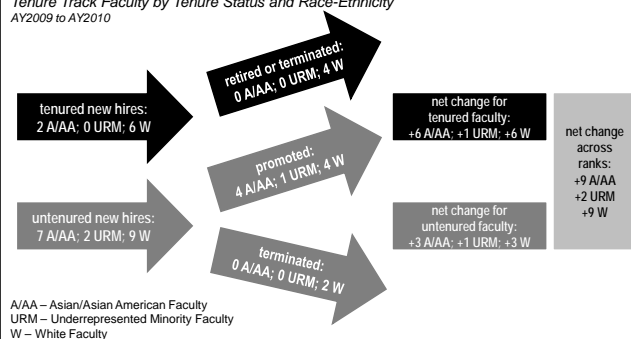


Figure 3f: College of Engineering – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010



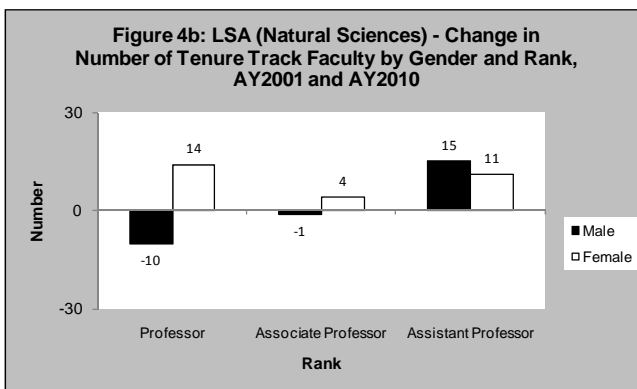
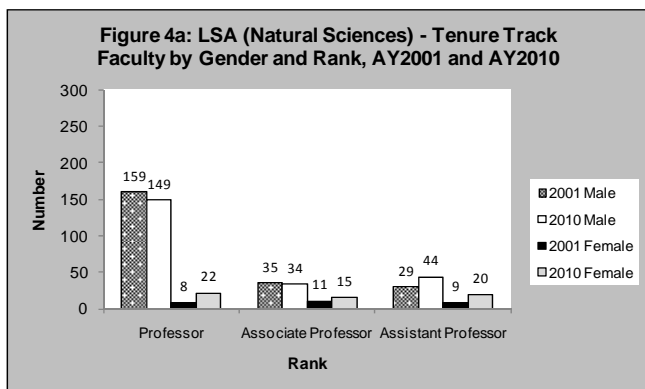
### College of LSA (Natural Sciences)

**Rates of Faculty by Rank.** In AY2010 the overall composition of faculty in the College of LSA Division of Natural Sciences was 20% female (n=57) and 80% male (n=227), compared to 11% (n=28) and 89% (n=223), respectively, in AY2001 (see Table 2 and Figures 4a-b). The number of men on the instructional track increased slightly from AY2001 to AY2010 (2%, 223 to 227) and the number of female faculty on the instructional track increased by 104% (28 to 57). The gender disparity in AY2010 was the greatest at the highest rank of professor: only 13% (n=22) of professors were women; however, this was nearly three times the percentage (and number) of women professors in AY2001 (5%, n=8). At the associate professor level, 31% (n=15) of the faculty were women, up slightly from 24% (n=11) in AY2001, and at the assistant professor level, 31% (n=20) of the faculty were women, compared to 24% (n=9) in AY2001.

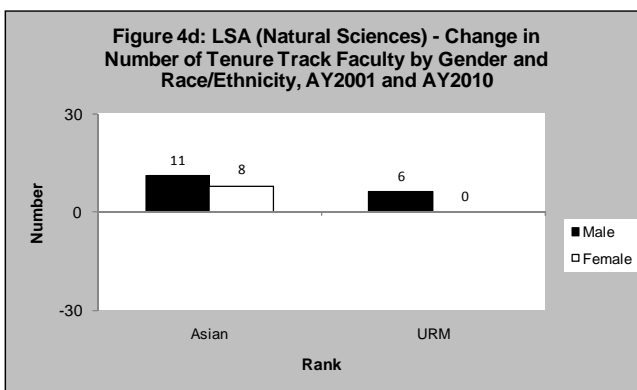
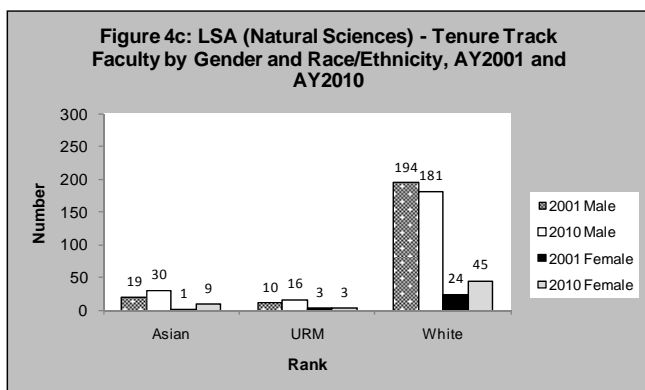
The racial/ethnic composition of the instructional faculty remained relatively stable from AY2001 to AY2010; Asian/Asian American faculty comprised 14%, underrepresented minority faculty comprised 7%, and white faculty comprised 79% of instructional tenure track faculty in the Natural Sciences division in AY2010, compared to 8%, 5%, and 87%, respectively in AY2001. The number of faculty increased from AY2001 to AY2010 by 8 white faculty, 19 Asian/Asian American faculty, and 6 underrepresented minority faculty; see Figures 4c-d. In AY2010, Asian/Asian American faculty had a larger presence at the associate professor level (29% or 14 of 49) than at the other two ranks (13% at the assistant level and 10% at the full professor level; 8 of 64 and 17 of 171, respectively). A smaller percentage of faculty were underrepresented minorities: 9% (or 6 of 64) of assistant professors, 2% (or 1 of 49) of associate professors, and 7% (or 12 of 171) of professors.

<sup>8</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>9</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



Looking at race/ethnicity within gender, in AY2010, 16% of female faculty (9 of 57) and 13% of male faculty (30 of 227) were Asian/Asian American; 5% of female and 7% of male faculty were underrepresented minority faculty (3 of 57 and 16 of 227, respectively). The percentage of female faculty who were Asian/Asian American ranged from 14% (n=3) at the professor level to 20% (n=3) at the associate professor level. Asian/Asian American faculty comprised 32% of male faculty at the associate professor level (n=11). A total of 3 female underrepresented minority faculty had appointments to the instructional track in the Natural Sciences, all at the rank of full professor (14% of female faculty in this rank). Male underrepresented minority faculty comprised 14% (6 of 44) of male assistant professors, 3% (1 of 34) of male associate professors, and 6% (9 of 149) of male professors.

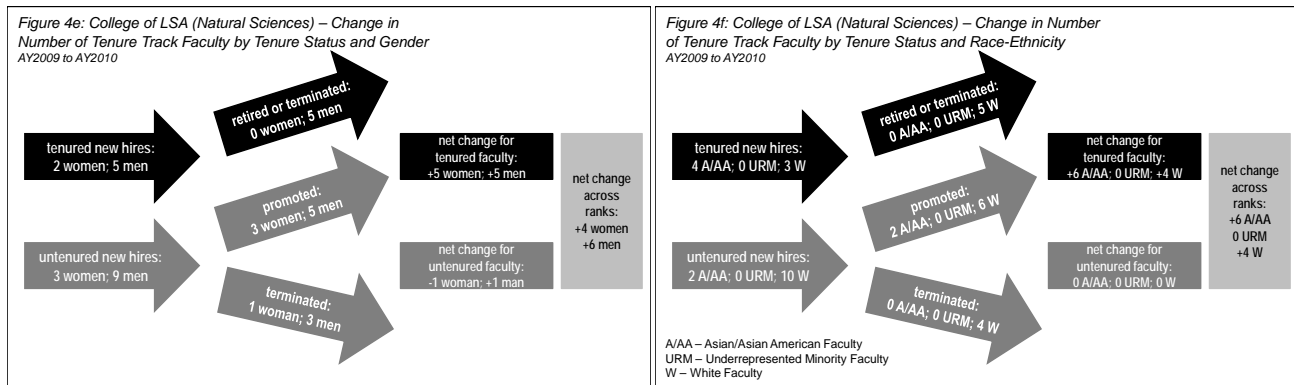


**New Hires, Promotions, and Retirements/Terminations.** For the period between March 2009 and March 2010, women comprised 26% (n=5) and men comprised 74% (n=14) of new faculty in the LSA Natural Sciences Division. Of these, 68% (n=13) were white and 32% (n=6) were Asian/Asian American; none were underrepresented minority faculty. During the same period, 1 woman and 8 men (all white) retired or were terminated from the Natural Sciences. In addition, 18 faculty were reviewed for promotion<sup>10</sup>: 4 female faculty (1 Asian/Asian American and 3 white faculty) and 14 male faculty (3 Asian/Asian American faculty and 11 white faculty) were promoted from assistant to associate or from associate to full.

Overall, during the period from March 2009 and March 2010 the Natural Sciences Division had a net loss of 1 female and a net gain of 1 male untenured faculty as well as a net gain of 5 female and 5 male tenured faculty members; see Figure 4e<sup>11</sup>.

<sup>10</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

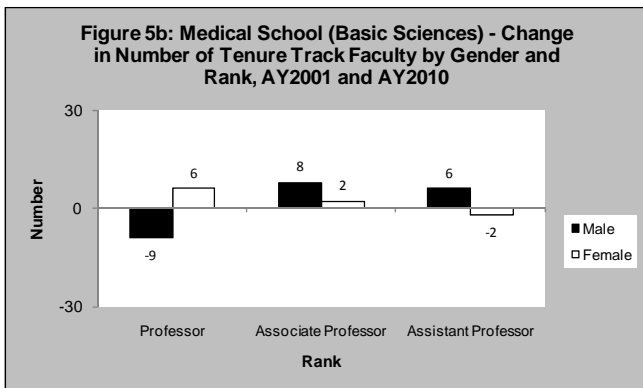
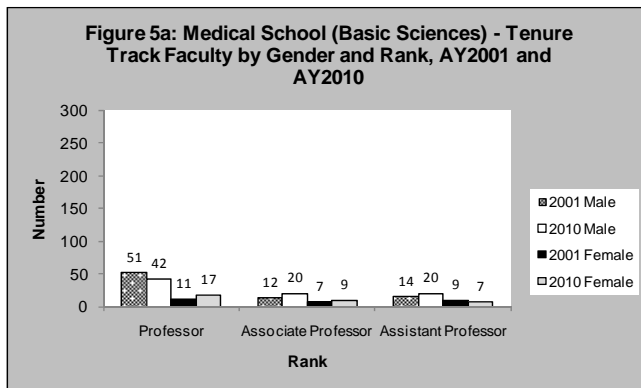
<sup>11</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



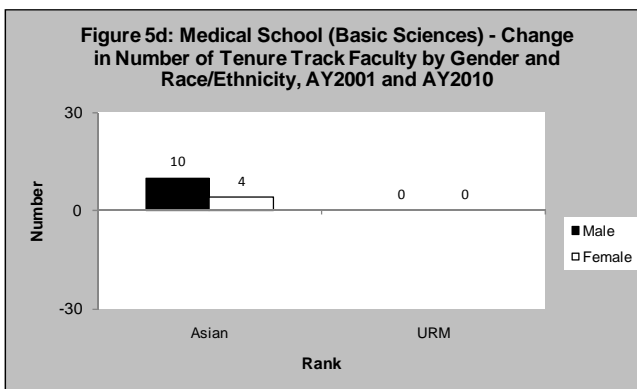
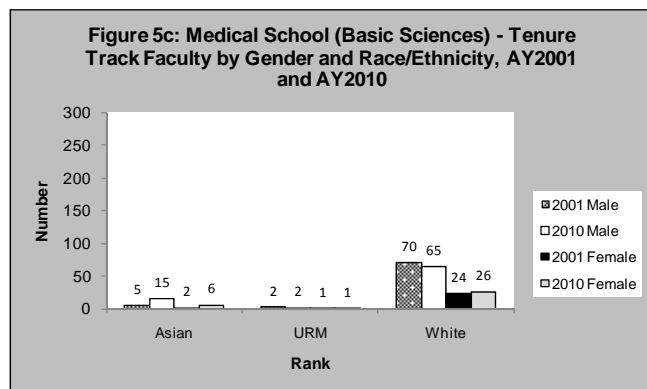
The Natural Sciences Division experienced no change in race/ethnicity among untenured faculty between AY2009 and AY2010. This division had a net gain of 6 Asian/Asian American and 4 white tenured faculty; see Figure 4f.

### Medical School (Basic Sciences)

**Rates of Faculty by Rank.** The Basic Science departments in the Medical School were comprised of 29% (n=33) women and 71% (n=82) men in AY2010 (see Table 2 and Figures 5a-b). The number of female faculty increased from 27 to 33 from AY2001 to AY2010, and the number of male faculty increased from 77 to 82 during the same period; this represents a percent increase of 22% for women and 6% for men from AY2001 to AY2010. Proportionately, most women were at the associate professor level (31%; 9 of 29); 29% (17 of 59) of professors and 26% (7 of 27) of assistant professors were also women. Compared to AY2001, this represents an increase in the percentage of female faculty at the professor level (from 18% to 29%), and a decrease in the percentage of female faculty at the assistant professor (from 39% to 26%) and the associate professor levels (from 37% to 31%).



From AY2001 to AY2010, the number of Asian/Asian American faculty increased by 14, white faculty increased by 3, and underrepresented minority faculty remained stable at 3; moreover, the proportion of instructional faculty who were Asian/Asian American increased from 7% to 18%, white faculty decreased from 90% to 79%, and the proportion who were underrepresented minorities remained the same (3%); see Figures 5c-d. A majority of Asian/Asian American faculty were at the assistant professor level, where they comprised 37% of the faculty (10 of 27); the remaining Asian/Asian American faculty made up 24% (7 of 29) of associate professors and 7% (4 of 59) of professors. Only 10% (n=3) of associate professors were from underrepresented minorities. No underrepresented minority faculty held appointments as assistant or full professors.



In AY2010, comparable proportions of female and male faculty were Asian/Asian American (18% for each), and 3% of women and 2% of men were underrepresented minority faculty. A total of 6 Asian/Asian American female faculty held appointments on the instructional track, comprising 29% (n=2) of female assistant professors, 22% (n=2) of female associate professors, and 12% (n=2) of female professors. The proportion of male faculty who were Asian/Asian American decreased from the assistant professor level (40%; 8 of 20) to professor (5%; 2 of 42). All three (1 female, 2 males) underrepresented minority faculty were at the associate professor level, comprising 11% of female associate professors and 10% of male associate professors.

Figure 5e: Medical School (Basic Sciences) – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010

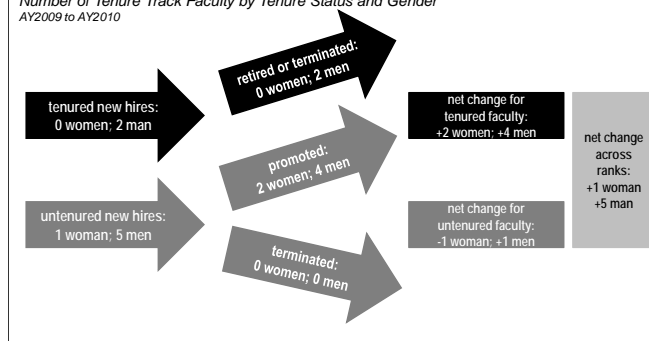
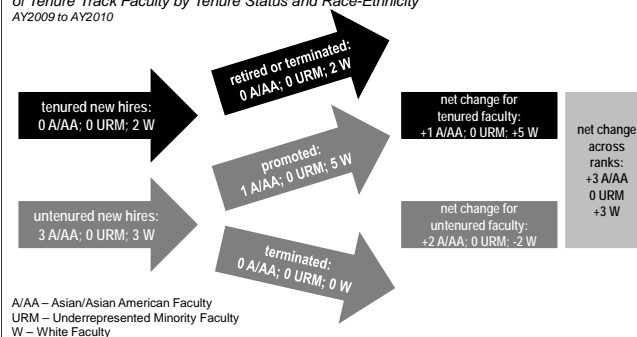


Figure 5f: Medical School (Basic Sciences) – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, 13% (n=1) of the new faculty on the instructional track were women and 87% were men (n=7), including three Asian/Asian American faculty members (one female and two males) and five white male faculty members; no underrepresented minority faculty members were hired during this period. Two white male faculty members left UM due to retirement or termination during the same period. A total of 6 faculty were reviewed for promotion<sup>12</sup>: 2 females (1 Asian/Asian American and 1 white faculty members) and 4 males (all white) were promoted from assistant professor to associate professor. Overall, the Basic Science departments had a net decrease of 1 female and a net increase of 1 male untenured faculty as well as a net gain of 2 female and 4 male tenured faculty members; see Figure 5e<sup>13</sup>. In terms of race/ethnicity, the Basic Science departments experienced a net decrease of 2 white untenured faculty and a net gain of 2 Asian/Asian American untenured faculty as well as a net gain of 1 Asian/Asian American and 5 white tenured faculty; see Figure 5f.

### Medical School (Clinical Departments)

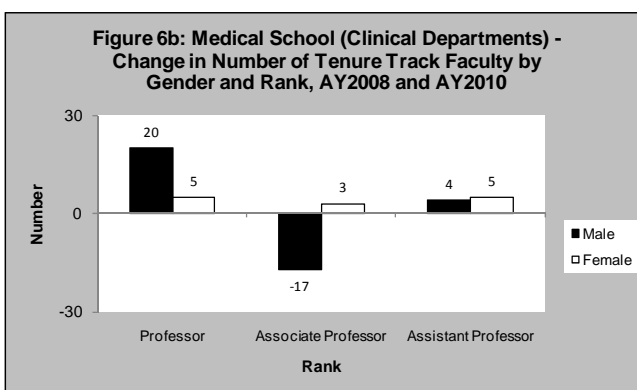
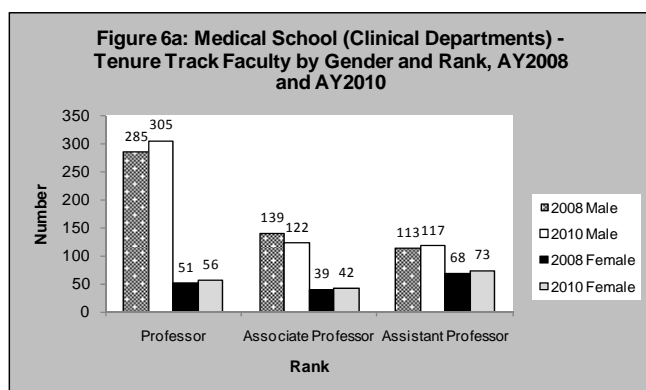
**Rates of Faculty by Rank.** In AY2010, women comprised 24% (n=171) and men 76% (n=544) of the instructional track faculty in the Medical School's clinical departments, which is comparable to AY2008 when women comprised 23% and men 77% of the instructional faculty (data were not available for AY2001); see Figures 6a-b and Table 2. Similar to AY2008, a majority of the female faculty were at the lowest rank of assistant professor, where they comprised 38% (n=73 of 190) of faculty at this level. The proportion of women was lower at the associate professor rank (26%, n=42 of 164), but up slightly from 22% in AY2008. The

<sup>12</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

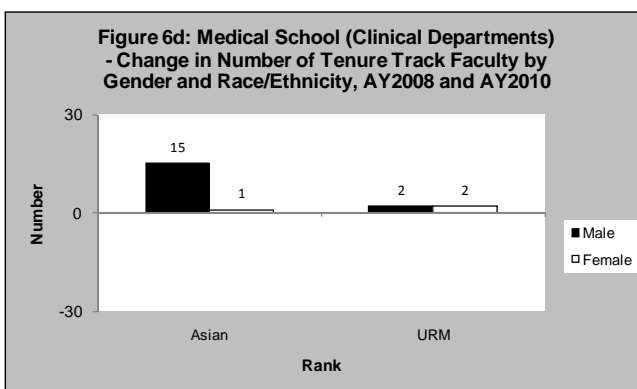
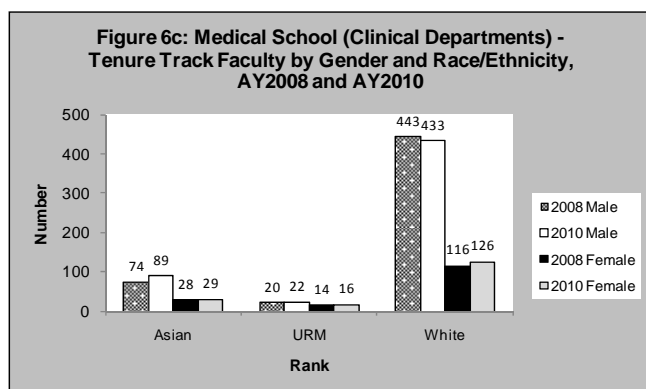
<sup>13</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

proportion of women at the full professor rank remained similar from AY2008 to AY2010 (15% in AY2008 to 16% in AY2010, n=56 of 361 in AY2010).

Faculty composition by race-ethnicity remained stable from AY2008 to AY2010: across all ranks Asian/Asian American faculty comprised 17% (n=118) of instructional faculty and underrepresented minority faculty comprised 5% in AY2010 (n=38); see Figures 6c-d. Asian/Asian American faculty comprised a lesser percentage of faculty at the highest ranks: 33% (n=62 of 190) of assistant professors, 17% (n=28 of 164) of associate professors, and 8% (n=28 of 361) of professors. Underrepresented minority faculty comprised a small proportion of faculty at each rank (4% of assistant professors, 6% of associate professors, and 6% of professors); more than half of the underrepresented minority faculty on this track were at the highest rank (n=21); the remaining were at the associate professor (n=10) and assistant professor (n=7) ranks.



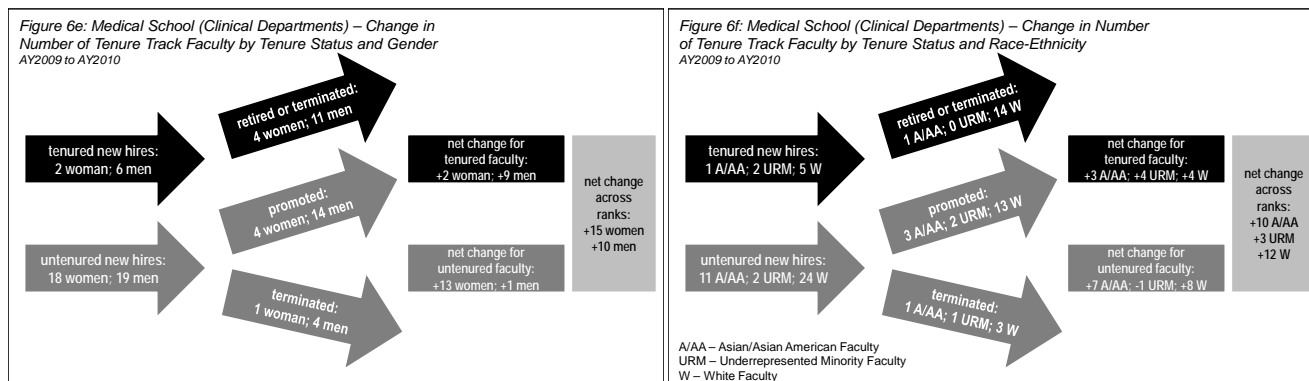
Within race-ethnicity groups, 17% (29 of 171) of female and 16% (89 of 544) of male instructional faculty were Asian/Asian American, and 9% (16 of 171) of female and 4% (22 of 544) of male faculty were underrepresented minorities. For both women and men, the proportion of faculty who were Asian/Asian American generally decreased from the assistant professor to full professor ranks. Male underrepresented minority faculty comprised 3-4% of male faculty at each rank; female underrepresented minority faculty comprised a high of 14% (8 of 56) of female professors, to a low of 4% (3 of 73) of female assistant professors.



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, 44% (n=20) of new faculty were women and 56% (n=25) were men; a majority (64%) of these new faculty were white (n=29), 27% (n=12) were Asian/Asian American, and the remaining 9% (n=4) were underrepresented minorities. Five white female faculty members and 15 male faculty members (including 2 Asian/Asian American, 1 underrepresented minority, and 12 white faculty members) left UM due to retirement or termination during the same period. A total of 43 faculty members were promoted<sup>14</sup> to associate or (full) professor, including 13 females (2 underrepresented minority and 11 white faculty) and 30 males (6 Asian/Asian American, 2 underrepresented minority, and 22 white faculty); 1 white male faculty member was denied tenure. Overall, the clinical departments had a net gain of 13 female and 1 male untenured faculty as well as a net gain

<sup>14</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

of 2 female and 9 male tenured faculty members; see Figure 6e<sup>15</sup>. They also experienced a net gain of 7 Asian/Asian American and 8 white untenured faculty and a net decrease of 1 underrepresented minority untenured faculty; for tenured faculty, the change represented a net gain of 3 Asian/Asian American, 4 underrepresented minority, and 4 white faculty members; see Figure 6f.



### Medical School (Overall - Basic Science and Clinical Departments)

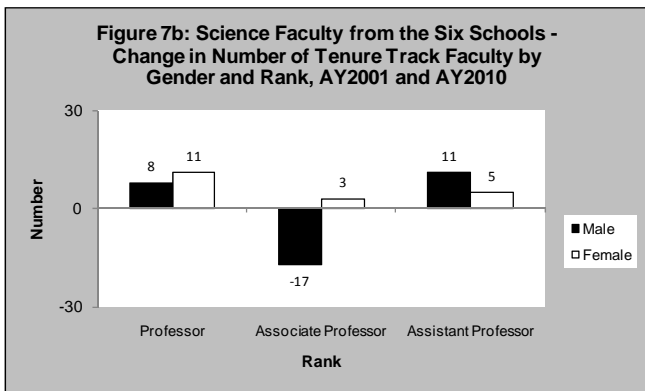
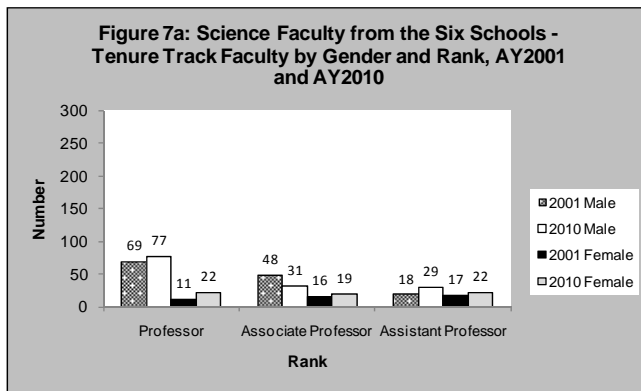
In AY2010, the overall composition of faculty on the instructional, or tenure, track in the Medical School basic science and clinical departments combined was 25% (n=204) female and 75% (n=626) male (comparison data are not available for AY2001). The gender disparity in AY2010 was the greatest at the highest rank of professor: only 17% (n=73) of professors were women. At the associate professor level, 26% (n=51) of the faculty were women, and at the assistant professor level, 37% (n=80) of the faculty were women. In AY2010, Asian/Asian Americans comprised 17% and underrepresented minorities comprised 5% of instructional, tenure-track faculty. The proportion of faculty who were Asian/Asian Americans decreased as we ascend the academic ladder: 33% (n=72) of assistant professors, 18% (n=35) of associate professors, and 8% (n=32) of professors were Asian/Asian Americans. The percent of underrepresented minority faculty remained low across the ranks, ranging from 3% (n=7) of assistant professors to 7% (n=13) of associate professors.

### Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

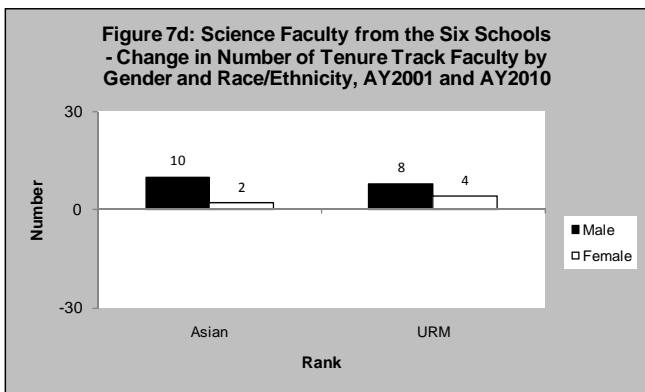
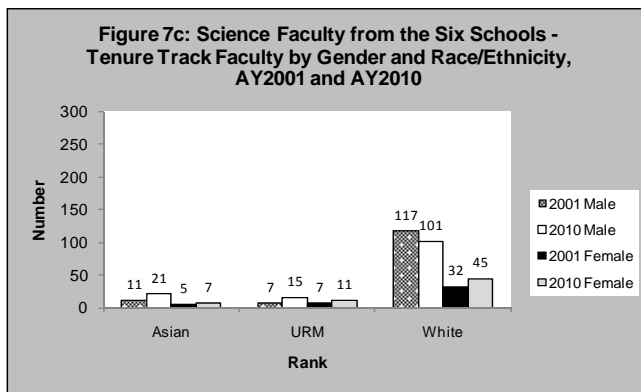
**Rates of Faculty by Rank.** Data from these six schools as a whole can be found in Tables 46-53; however, in this section, we report only on the Science faculty in these six schools. In AY2010, the overall composition of science faculty across the six additional schools was 32% (n=63) female; this reflects an increase from AY2001 when women comprised 25% (n=44) of instructional science faculty in these six schools (see Table 2; see Figures 7a-b). From AY2001 to AY2010, the number of women increased by 43% (from 44 to 63), and the number of men increased by 1% (from 135 to 137). Looking at science faculty in all six schools by rank, the proportion of women is lower as we ascend the academic ladder: 43% (22 of 51) of assistant professors, 38% (19 of 50) of associate professors, and 22% (22 of 99) of professors were women. These figures represent an increase in the percentage of women faculty at the ranks of associate and full professor from AY2001, when the figures were 25%, and 14%, respectively; the proportion of women decreased at the rank of assistant professor from AY2001, when the figure was 49%.

<sup>15</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

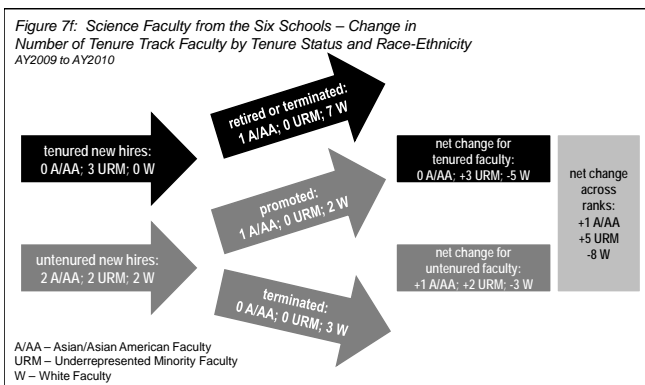
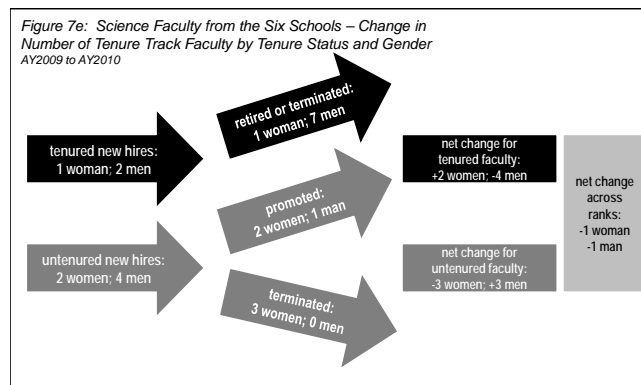




The proportion of white faculty in the six additional schools decreased from 83% in AY2001 to 73% in AY2010, the proportion of Asian/Asian American faculty increased from 9% to 14%, and the proportion of underrepresented minority faculty increased from 8% to 13%; see Figures 7c-d. Similar to other units, most Asian/Asian American faculty were at the assistant professor level, where they comprised 27% (14 of 51) of faculty at this rank; Asian/Asian American faculty comprised 12% (6 of 50) of associate professors and 8% (8 of 99) of professors. Across the six schools, underrepresented minority faculty comprised 18% (n=9) of assistant professors, 20% (n=10) of associate professors, and 7% (n=7) of professors.



A larger proportion of male faculty were Asian/Asian American compared with underrepresented minority faculty (15% and 11%, respectively); by contrast, a larger proportion of female faculty were underrepresented minority faculty compared with Asian/Asian American faculty (17% and 11%, respectively). The proportion of male Asian/Asian American and underrepresented minority faculty were highest at the assistant professor level. In contrast, most female Asian/Asian American and underrepresented minority faculty were at the associate professor level.



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, 33% (n=3) of new science faculty on the instructional track were women and 67% (n=6) were men across the six additional schools. The 3 female new faculty included 2 underrepresented minorities and 1 white faculty

member; the 6 male new faculty included 2 Asian/Asian Americans, 3 underrepresented minorities, and 1 white faculty member. The six additional schools lost 4 white women and 7 men (1 Asian/Asian American and 6 white faculty) in the sciences during AY2010 to retirement or other terminations. Three faculty were promoted from assistant professor to associate professor<sup>16</sup>: 1 Asian/Asian American female, 1 white female faculty member, and 1 white male faculty member. In addition, 4 white males were promoted from associate professor to full professor. Overall, during the period AY2009 to AY2010 these six schools lost 3 female, untenured scientists and gained 3 male, untenured scientists. At the same time, they gained 2 female, tenured scientists and lost 4 male, tenured scientists; see Figure 7e<sup>17</sup>. In terms of race/ethnicity, these six schools gained 3 underrepresented minority, tenured scientists and lost 5 white, tenured faculty. In addition, these six schools gained 1 Asian/Asian American and 2 underrepresented minority untenured scientists and lost 3 white untenured scientists; see Figure 7f.

### **OVER TIME CHANGE ON THE TENURE TRACK BY GENDER: SEX RATIO ANALYSIS**

Following a procedure suggested by Frehill<sup>18</sup>, we assessed the sex ratio (percent of faculty by gender) of the departments in each of the Colleges and Schools for AY1996, AY2002, and AY2010 when available. (Note: AY1996 and AY2002 data were not available for the Medical School clinical departments, the six additional schools.) The sex ratio categories are female low representation (0-17% female), female minority (18-35% female), sex balanced (36-64% female), male minority (65-82% female), and male low representation (83-100% female)<sup>19</sup>. Ideally, successful departments would be sex balanced (that is, 36-64% female). However, consideration may need to be given to the specific availability of women in the pipeline for particular fields when assessing the “success” of particular departments.

#### **College of Engineering**

All of the CoE departments reflected a female low representation sex ratio in AY1996. By AY2002 the situation had improved, with 9 departments classified as female low representation and 2 as female minority; in AY2010, 6 departments were classified as female minority. The remaining 5 departments were classified as female low representation.

#### **College of LSA (Natural Sciences)**

The departments in the LSA Division of Natural Sciences also demonstrated a pattern of improvement in terms of sex ratios over previous years. The number of female minority departments increased from zero in AY1996 to 2 in AY2002, and then to 6 in AY2010. The remaining two departments were classified as female low representation in AY2010. It should be noted that the total number of departments also increased between AY1996 and AY2002 because the biology department split into two separate departments in AY2002.

#### **Medical School (Basic Sciences)**

Similarly, the number of basic sciences departments in the Medical School with female minority sex ratios and those with sex balanced ratios increased and a corresponding number of departments with female low representation sex ratios declined between AY1996 and AY2002. In AY2010, 2 departments were coded as female low representation, 3 as female minority, and 1 as sex balanced.

#### **Medical School (Clinical Departments)**

Sex-ratio data were only available for these departments in AY2008 and AY2010. Nearly half (n=8) of the clinical departments in the Medical School were classified as female minority in AY2010, down from 9 departments in AY2008; 7 were classified as female low representation, which is an increase of one department from AY2008. The remaining 4 were sex balanced in AY2008 and AY2010.

#### **Six Schools (Both Science and Non-science Faculty)**

Based on the gender composition of the entire faculty (including scientists and non-scientists) at each school, two of the six schools were classified as sex-balanced in AY2010, down from 3 schools in AY2009 (the only years for which we have these data). The remaining four schools were classified as female minority.

<sup>16</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>17</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

<sup>18</sup> Georgia Tech Conference panel presentation, “Measuring the Status of Women: Toward Cross-Institutional Analysis to Understand Institutional Transformation,” April, 2004

<sup>19</sup> The reader should keep in mind that due to the small number of female faculty, an addition/loss of one female will result in a larger corresponding percentage change than if that addition/loss had been one male.

## **OVER TIME CHANGE ON THE TENURE TRACK BY RACE/ETHNICITY: RACE/ETHNICITY RATIO ANALYSIS**

We conducted a similar set of analyses looking at the racial/ethnic breakdown by department in each of the STEM departments for AY1996, AY2002, and AY2010. (Note: AY1996 and AY2002 data were not available for the Medical School clinical departments, the six additional schools; comparisons with more recent data were made in these cases.) As noted above, in the University database faculty ethnicity was coded using five mutually exclusive categories (American Indian/Alaskan Native; Asian/Asian American/Pacific Islander; Black/African American; Hispanic/Latino; and white). We looked specifically at the percentage of faculty who were identified as a member of an underrepresented minority group (American Indian/Alaskan Native, Black/African American, and Hispanic/Latino) compared to all faculty in the department.

It is not completely straightforward to select cutoffs for “representativeness” of racial/ethnic minority faculty. However, using U.S. Census data as our guide, we employed 25% as an estimate of “full representation” rather than 50% or “balance” as was used in the gender analyses<sup>20</sup>. Accordingly, we designated 0-9% as underrepresented ethnic/racial group low representation; 10-19% as underrepresented ethnic/racial group minority; and 20% and over as underrepresented minority group full representation.

### **College of Engineering**

In CoE, 2 departments (out of 10 in AY1996 and 11 in AY2002; the Department of Biomedical Engineering was created in AY1997) were coded as minority, and the remaining departments were coded as low representation. The situation had worsened slightly by AY2010, when only 1 department was coded as minority, and the remaining departments were coded as low representation.

### **College of LSA (Natural Sciences)**

In AY 1996, 1 of 7 LSA Natural Science departments was coded as minority, and the remaining 6 departments were coded as low representation. In AY2002, all 8 departments were coded as low representation (in AY2002 the biology department split, creating an additional department in LSA’s Division of Natural Sciences). By AY2010, 3 of 8 departments were coded as minority, and the remaining departments were coded as low representation.

### **Medical School (Basic Sciences)**

In the Medical School basic science departments, 2 of 6 departments were coded as minority and the remaining 4 departments were coded as low representation in AY2002; all 6 departments were coded as low representation in AY1996 and AY2010; moreover, in AY2010, 3 of the 6 departments had no underrepresented minority faculty with funded appointments on the tenure track.

### **Medical School (Clinical Departments)**

In the clinical departments, 17 departments were coded as low representation in AY2008 as well as AY2010; of the remaining 2 departments, 1 was coded as minority in both years, and the other was coded as having full representation in AY2008, but minority in AY2010.

### **Six Schools (Both Science and Non-science Faculty)**

Based on the racial composition of the entire faculty (including scientists and non-scientists) at each school, faculty in 4 of the 6 schools were coded as minority, and the remaining 2 schools were coded as low representation in AY2010.

## **ASSOCIATE PROFESSORS, AVERAGE NUMBER OF YEARS IN RANK**

In this section of the report we discuss overall average years in rank for all associate professors, by gender and race/ethnicity as well as averages for two groups of associate professors based on their method of entry to the associate professor rank: current associate professors who were hired as assistant professors at UM and then promoted to associate professor following a tenure review; and current associate professors who were hired as associate professors (see Charts 1a-b). The sources of the mean differences discussed below are likely varied and complex, including the fact that some men have held the rank of associate professor for at least twice as long as the most senior woman. The average number of years in rank is also sensitive to the percentage (by gender and race/ethnicity) of new hires, promotions, and terminations.

<sup>20</sup> The basis for this figure was the 2000 U.S. Census, which reported that African Americans constituted 12% of the U.S. population, Hispanics 12%, and American Indians 1%, for a total of 25% in these underrepresented groups.

### College of Engineering

In the College of Engineering, the average number of years in rank for male associate professors was greater than the average for female associate professors in AY2001 and AY2010; compared to AY2001, the average number of years for male faculty was slightly lower in AY2010 (6.3 and 5.9, respectively) and higher for female associate professors in AY2010 (3.7 and 4.8, respectively). Of the 76<sup>21</sup> associate professors in CoE in AY2010, 11 women and 45 men had been promoted into the rank at UM; the remaining 8 women and 12 men were hired as associate professors. The average number of years in rank for the female associate professors who had been promoted to the rank of associate professor at UM was lower than the average for comparables males (5.0 and 6.8, respectively); see Table 5 and Chart 1a. In contrast, the average number of years in rank at UM for female associate professors hired into the rank was greater than the average for comparable males (4.6 and 3.2, respectively).

Chart 1a: Average Years in Rank for Associate Professors, by Hire Status and Gender as of AY2010

	Overall Average		Promoted to Assoc		Hired as Assoc	
	F	M	F	M	F	M
CoE	4.8	5.9	5.0	6.8	4.6	3.2
LSA - Natural Sciences	4.5	2.5	4.9	2.5	0.2	2.3
MED - Basic Science	6.3	4.4	6.3	5.0	--	2.0
MED - Clinical	3.4	6.3	3.5	6.5	3.2	5.0
Nursing	8.0	--	5.9	--	11.7	--
Six Schools - Scientists	6.5	7.9	7.4	8.6	3.8	5.4
Six Schools - All Faculty	6.9	9.0	7.4	9.9	4.9	6.8

The average number of years at the associate professor level was highest for underrepresented minority faculty (12.7), compared to 5.8 for white faculty and 3.5 for Asian/Asian American faculty. The average number of years in rank for faculty who were promoted at UM followed a similar pattern: 14.5 for underrepresented minority (n=5), 6.2 for white (n=37), and 4.0 for Asian/Asian American (n=14) faculty. However, the average number years in rank was smaller for faculty hired as associate professors: 2.0 for Asian/Asian American (n=5), 3.5 for underrepresented minority (n=1), and 4.6 for white faculty (n=13); see Table 5 and Chart 1b.

### College of LSA (Natural Sciences)

The average number of years in rank for all male associate professors in the College of LSA (Natural Sciences) was greater than the average for all comparable females in AY2001; the reverse was true in AY2010 (see Table 5 and Charts 1a-b). From AY2001 to AY2010, the average number of years in rank for male associate professors fell from 5.1 to 2.5 and the average for female associate professors remained the same (at 4.5, although there is some variation in between AY2001 and AY2010). Assessment by hire vs. promotion status revealed conflicting patterns: in AY2010 the average number of years in rank for female faculty who were promoted to associate professor at UM was nearly twice the average for comparable men (4.9 and 2.5; n=14 and 28, respectively), whereas the average for female faculty hired as associate professors was less than the average for their male colleagues (0.2 and 2.3; n=1 and 6, respectively).

In AY2010, the average number of years in rank for all associate professors was the highest for white faculty (3.6), followed by 2.5 for underrepresented minority faculty, and 1.9 for Asian/Asian American faculty (n=34, 1, and 14, respectively). The average for white faculty promoted to the associate professor rank at UM was 3.6 (n=30), followed by 2.4 for Asian/Asian American faculty and 2.5 for underrepresented minority faculty (n=11 and 1, respectively). The average number of years in rank for Asian/Asian American faculty hired as associate professors (n=3) was less than the average for comparable white (n=4) faculty (0.4 and 3.2, respectively); no underrepresented minority associate professors were hired at the associate rank.

<sup>21</sup> This number excludes the secondary appointments of associate professors who hold joint appointments in the College of Engineering.

Chart 1b: Average Years in Rank for Associate Professors, by Hire Status and Race/Ethnicity as of AY2010

	Overall Average			Promoted to Assoc			Hired as Assoc		
	Asian	URM	White	Asian	URM	White	Asian	URM	White
CoE	3.5	12.7	5.8	4.0	14.5	6.2	2.0	3.5	4.6
LSA - Natural Sciences	1.9	2.5	3.6	2.4	2.5	3.6	0.4	--	3.2
MED - Basic Science	6.4	5.9	4.3	6.4	8.0	4.7	--	1.8	2.1
MED - Clinical	3.5	3.3	6.1	3.7	3.9	6.3	3.2	1.7	5.5
Nursing	3.5	--	8.4	--	--	5.9	3.5	--	14.4
Six Schools - Scientists	2.2	6.1	8.6	1.6	1.8	7.7	2.5	9.0	8.8
Six Schools - All Faculty	2.2	6.6	9.4	2.7	8.5	9.6	1.3	1.8	8.6

### Medical School (Basic Sciences)

In the Medical School Basic Science departments, the average number of years in rank for all female associate professors was greater than for their male colleagues in AY2001 (5.6 and 3.1, respectively) and AY2010 (6.3 and 4.4, respectively). Moreover, from AY2001 to AY2010, the average number of years in rank for all male associate professors and all female associate professors increased (from 3.1 to 4.4 for men, and 5.6 to 6.3 for women). In AY2010, the average number of years in rank for female faculty who were promoted to associate professor at UM was higher than the average for comparable males (6.3 and 5.0; n=9 and 16, respectively); see Table 5 and Chart 1a. No current female associate professors were hired as associate professors; the average number of years in rank for male faculty hired as associate professors was 2.0 (n=4).

Overall, the average number of years in the associate professor rank, from greatest to least, was 6.4 for Asian/Asian American faculty, 5.9 for underrepresented minority faculty, and 4.3 for white faculty in AY2010. Underrepresented minority faculty in the basic science departments who were promoted to associate professor at UM had the highest average number of years in rank (8.0; n=2), followed by Asian/Asian American faculty (6.4; n=7) and white faculty (4.7; n=16). The average number of years in rank for white faculty who were hired as associate professors (2.1; n=3) was slightly higher than the average for the one comparable underrepresented minority faculty (1.8); no Asian/Asian American associate professors were hired at the associate rank; see Chart 1b.

### Medical School (Clinical Departments)

In the Medical School Clinical departments, the average number of years in rank for all female associate professors was less than their male colleagues in AY2008 (4.8 and 6.1, respectively) and AY2010 (3.4 and 6.3, respectively). Moreover, from AY2008 to AY2010, the average number of years in rank for all male associate professors increased slightly (from 6.1 to 6.3) and decreased for all female associate professors (from 4.8 to 3.4). The average number of years in rank for female associate professors was less than their male colleagues both for those who were promoted to associate professor at UM (3.5 and 6.5; n=31 and 102) and those who were hired as associate professors (3.2 and 5.0; n=11 and 20); see Table 5 and Chart 1a.

In terms of race/ethnicity, the average number of years in rank for white faculty was 6.1; the averages for underrepresented minority and Asian/Asian American faculty were about half that (3.3 and 3.5, respectively). The average number of years in rank for faculty promoted to associate at UM followed a similar pattern: white faculty had the highest average (6.3, n=108), followed by underrepresented minority faculty (3.9, n=7) and Asian/Asian American faculty (3.7, n=18). Similarly, the average number of years in rank for faculty hired as associate professors was 5.5 (n=18) for white faculty, 3.2 (n=10) for Asian/Asian American faculty, and 1.7 (n=3) for underrepresented minority faculty; see Chart 1b.

### Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

The average number of years in rank for female associate professors (scientists) in the six schools was less than the average for their male colleagues in AY2001 (9.1 and 11.3, respectively) and AY2010 (6.5 and 7.9, respectively). From AY2001 to AY2010, the average number of years in rank for male associate professors fell from 11.3 to 7.9, and the average for female associate professors fell from 9.1 to 6.5. Similarly, the average number of years in rank for male associate professors promoted to associate professor at UM was higher than the average for comparable female associate professors (8.6 and 7.4, respectively); the same was true for male associate professors hired as associate professors, when compared to comparable female associate professors (5.4 and 3.8, respectively); see Table 5 and Chart 1a.

Overall, white faculty had the highest average years in rank (8.6), followed by underrepresented minority faculty (6.1) and Asian/Asian American faculty (2.2). This same pattern held true for associate professors hired at the

associate rank: the average for white faculty was highest (7.7, n=6), followed by underrepresented minority faculty (1.8, n=4) and Asian/Asian American faculty (1.6, n=2); see Chart 1b. In the case of associate professors who were promoted to the associate rank at UM, the average for white faculty was 8.8 (n=28), followed by underrepresented minority faculty (9.0, n=6), and Asian/Asian American faculty (2.5, n=4).

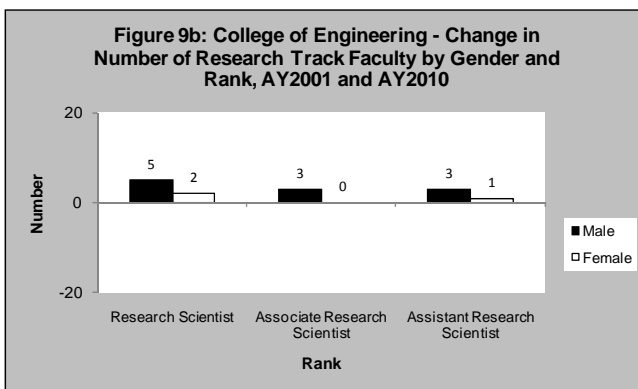
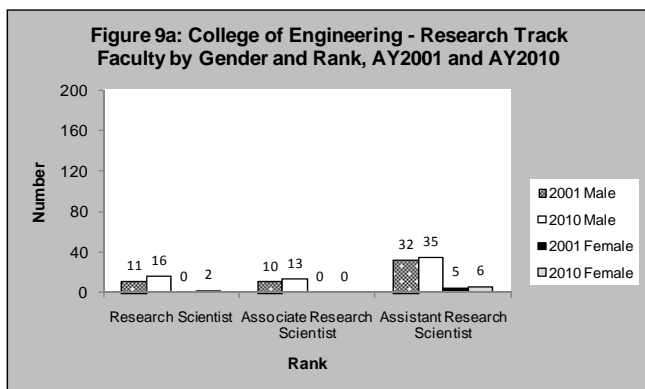
## V. STEM PRIMARY RESEARCH TRACK FACULTY

### OVERVIEW

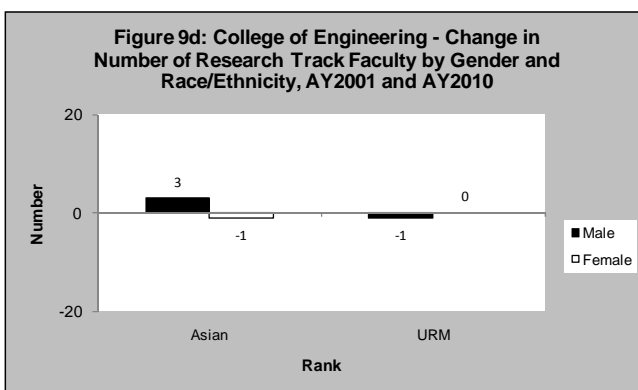
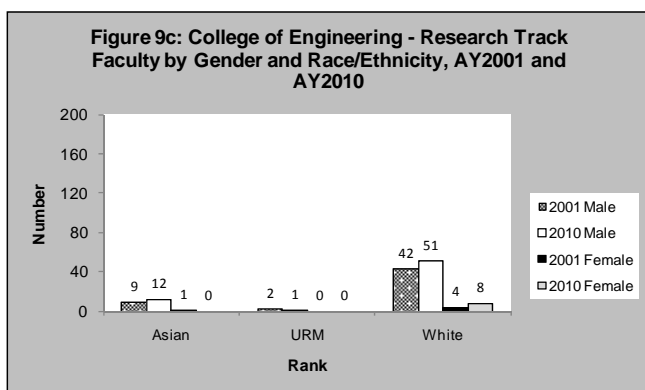
In this section we discuss faculty on the research track at the University; this includes the College of Engineering, the LSA Division of Natural Science, the Medical School basic science departments, the Medical School clinical departments, science faculty from the six schools with both science and non-science faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health). While there are actually two (not entirely distinct) research paths, we do not distinguish between them for this report. Thus, the ranks we consider are assistant research scientist (including assistant research professor), associate research scientist (including senior associate research scientist and associate research professor), and research scientist (including senior research scientist and research professor).

### College of Engineering

**Rates of Faculty by Rank.** In the College of Engineering, the proportion of women on the primary research track increased slightly from 9% (n=5) in AY2001 to 11% (n=8) in AY2010 (see Table 3 and Figures 9a-b). The number of men increased by 11 (from 53 to 64) during the same time frame. In AY2001, all 5 women were at the assistant research scientist level (comprising 14% of faculty at that rank); women comprised a similar percentage (15%; 6 of 41) of assistant research scientists in AY2010. The two remaining women were at the full research scientist level, comprising 11% of the faculty at this rank in AY2010.



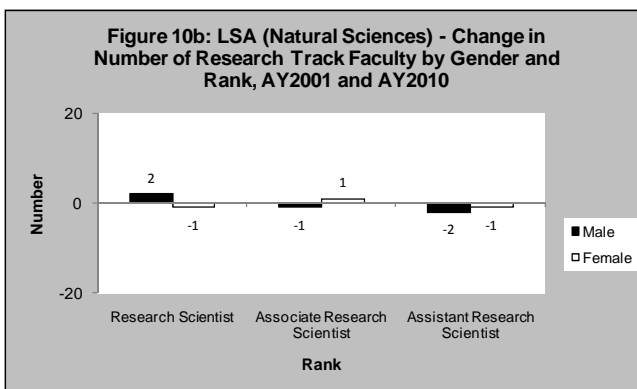
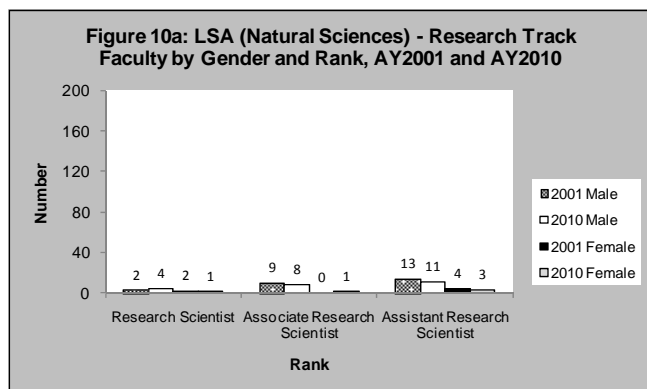
From AY2001 to AY2010, the proportion of white research track faculty increased from 79% to 82%; the representation of underrepresented minority faculty decreased from 3% to 1%; and the representation of Asian/Asian American research track faculty remained stable at 17%; see Figures 9c-d. The majority of the Asian/Asian American research track faculty were at the assistant level (comprising 24%, or 10, of faculty at this rank). The remaining 2 Asian/Asian American faculty were at the associate research scientist and research scientist levels, making up 8% and 6%, respectively, of the faculty at each rank. The 1 underrepresented minority faculty was at the associate research scientist rank.



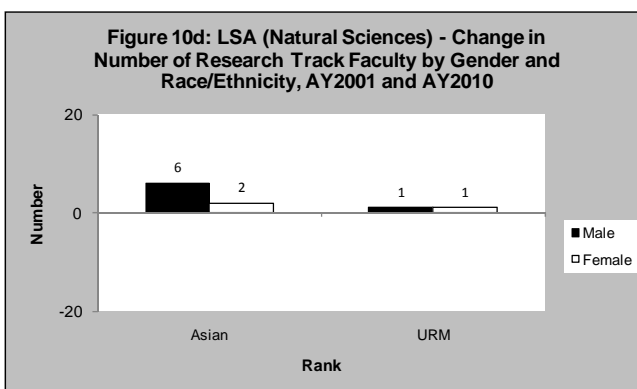
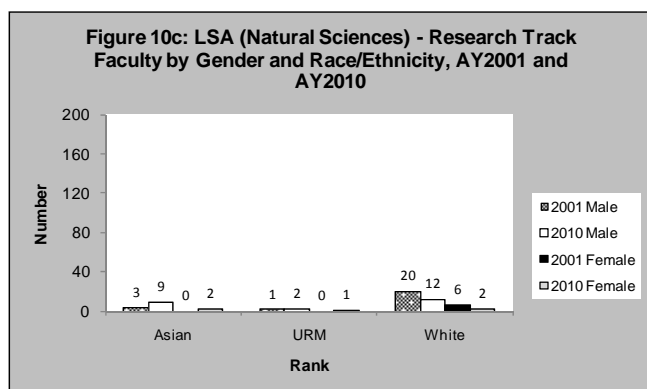
**New Hires, Promotions, and Retirements/Terminations.** There were no hires, retirements/terminations, or promotions<sup>22</sup> in the College of Engineering on this track between March 2009 and March 2010.

### College of LSA (Natural Sciences)

**Rates of Faculty by Rank.** The proportion of women on the research track in the Natural Sciences remained relatively stable from AY2001 to AY2010 (at 20% and 18%, respectively); see Table 3 and Figures 10a-b. The number of both women and men decreased by 1 over this time period. In AY2010, 3 out of 5 women were at the rank of assistant research scientist, and the remaining 2 were at the associate and full ranks, comprising 21%, 11%, and 20%, respectively, of faculty at each rank (compared to 24%, 0%, and 50% in AY2001).



From AY2001 to AY2010, the number of white faculty on the research track decreased from 87% to 50% (from 26 to 14), Asian/Asian American faculty increased from 10% to 39% (from 3 to 11), and underrepresented minority faculty increased from 3% to 11% (from 1 to 3); see Figures 10c-d. A majority of the Asian/Asian American faculty were concentrated at the assistant research scientist rank where they comprised 64% of assistant research scientists; they comprised 22% of associate professors, and no Asian/Asian American faculty held the rank of research scientist. Three underrepresented minority faculty held appointments on the research track, including one female and one male assistant research scientist and one male research scientist (these faculty comprised 14% and 20%, respectively, of the faculty at the two ranks).



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, one male Asian/Asian American faculty joined the research track at the rank of assistant research scientist. One white female and four Asian/Asian American research track faculty retired or were terminated from the University during AY2010. No faculty on the research track were promoted during AY2010<sup>23</sup>.

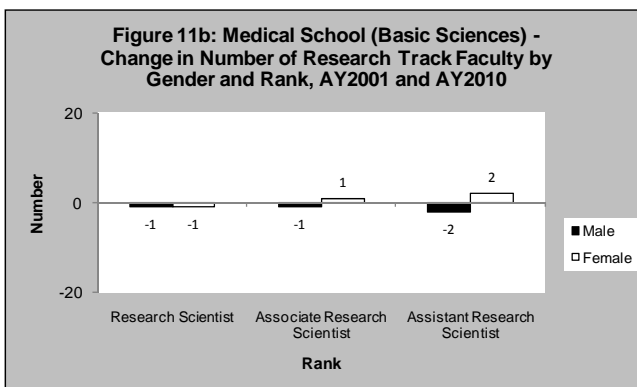
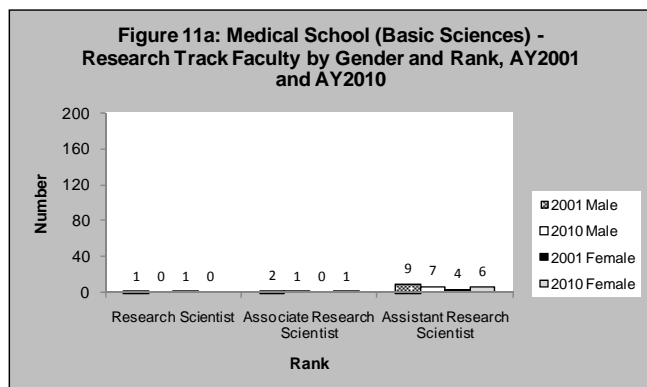
<sup>22</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>23</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).



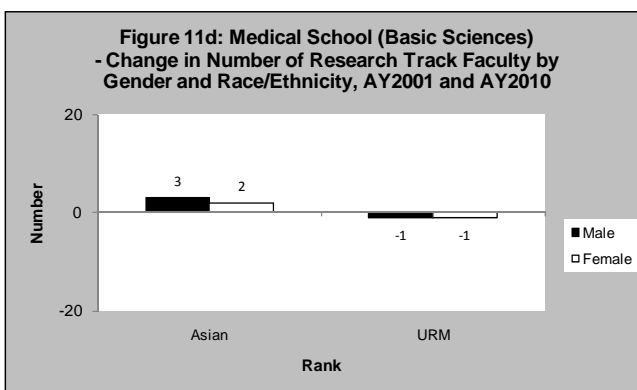
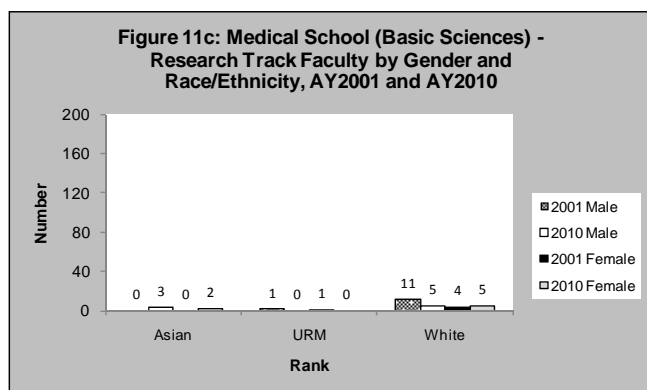
### Medical School (Basic Sciences)

**Rates of Faculty by Rank.** From AY2001 to AY2010, the number of faculty on the research track in the Basic Science departments decreased by 2, but the proportion of women increased from 29% to 47% (see Table 3 and Figures 11a-b). No faculty members held the rank of research scientist. Most of the female faculty were at the rank of assistant research scientist (women comprised 46%, or 6 of 13, of the faculty at this level); the remaining female faculty member held an appointment as an associate research scientist (and comprised 50%, or 1 of 2, of faculty at this level).



The number of white faculty on the research track decreased by 5, Asian/Asian American faculty increased by 5, and underrepresented minority faculty decreased by 2 (to zero) between AY2001 and AY2010; see Figures 11c-d. The percentage of white faculty decreased from 88% in AY2001 to 67% in AY2010 (from 15 to 10); the percentage of Asian/Asian American faculty increased from zero to 33% (from 0 to 5); and the percentage of underrepresented minority faculty decreased from 12% to zero (from 2 to 0).

**New Hires, Promotions, and Retirements/Terminations.** Between March 2009 and March 2010, 2 faculty joined the research track as assistant research scientists, including one white female faculty member and 1 Asian/Asian American male faculty member. No underrepresented minority faculty members were hired during the same period. Two female faculty members (1 Asian/Asian American and 1 white) left UM due to retirement or termination during the same period. No research track faculty were promoted during AY2010<sup>24</sup>.

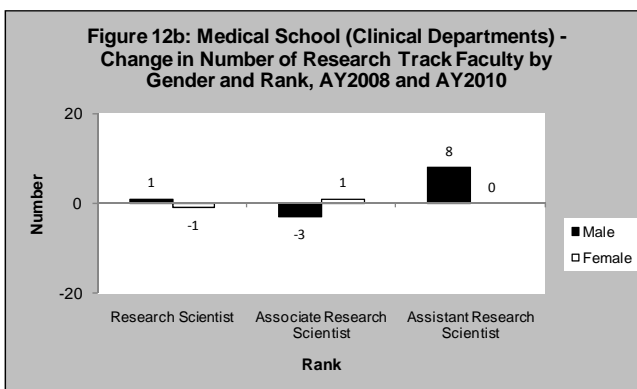
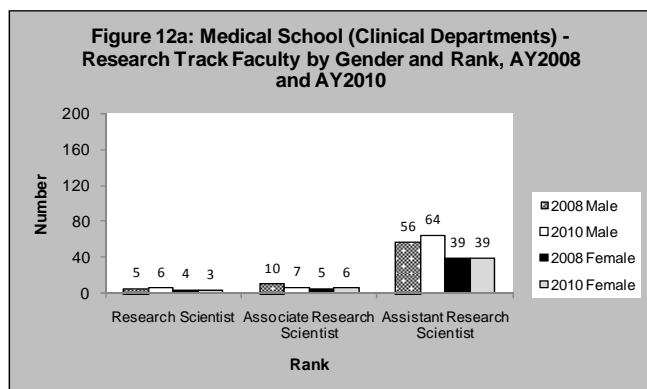


### Medical School (Clinical Departments)

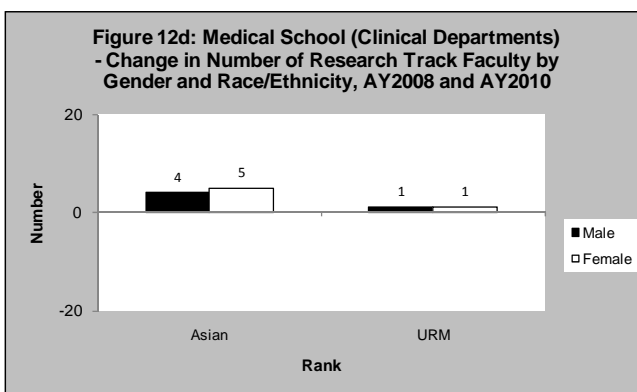
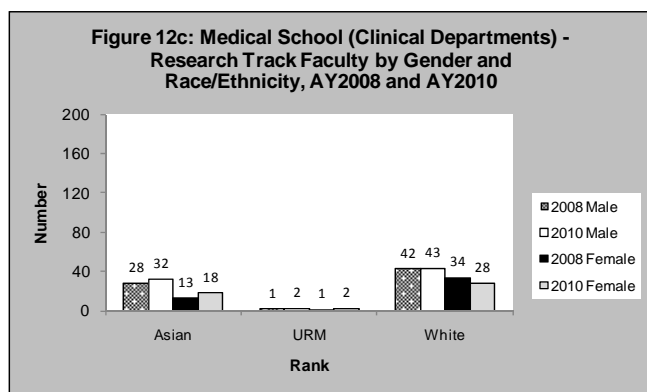
**Rates of Faculty by Rank.** In the Medical School clinical departments, women comprised 38% (n=48) of research track faculty in AY2010, which is a slight decrease from AY2008 when women comprised 40% of that track; the proportion of men on the research track increased slightly from 60% in AY2008 to 62% (n=77) in AY2010 (see Table 3 and Figures 12a-b). More than three-quarters of both female and male faculty on the primary research track were at the rank of assistant research scientist in AY2010 (81% of women and 83% of men). By rank, women comprised 38% (39 of 103) of assistant research scientists, 46% (6 of 13) of associate research scientists, and 33% (3 of 9) of research scientists; compared to AY2008, women comprised a comparable proportion of assistant research scientists, a slightly lower proportion of research scientists (44% to

<sup>24</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

33%), and a slightly greater proportion of associate research scientists (33% to 46%); however, the changes from AY2008 to AY2010 are largely due to the small number of faculty (both women and men) at each rank.



In AY2010, 40% (50 of 125) of the research track faculty were Asian/Asian American, up from 34% in AY2008; the proportion of underrepresented minority faculty remained stable at about 3% (4 of 125), though the actual number of underrepresented minority faculty doubled from 2 in AY2008 to 4 in AY2010; see Figures 12c-d. More than 90% of Asian/Asian American faculty (men and women combined) were at the lowest rank of assistant research scientist. The remaining Asian/Asian American faculty were at the rank of associate research scientist. Four underrepresented minority faculty held appointments on the primary research track: two research scientists and two assistant research scientists; one woman and one man held appointments in each rank.



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, women comprised 33% (n=6) and men comprised 67% (n=12) of new faculty on the primary research track. Of these, one-half (50%, n=9) were white and the remaining 50% (n=9) were Asian/Asian American faculty; no underrepresented minority faculty members were hired in during the same period. Three white female faculty members and 6 male faculty members (including 2 Asian/Asian American and 4 white faculty members) left UM due to retirement or termination during the same period. One female research assistant scientist was promoted to associate research scientist in AY2010<sup>25</sup>.

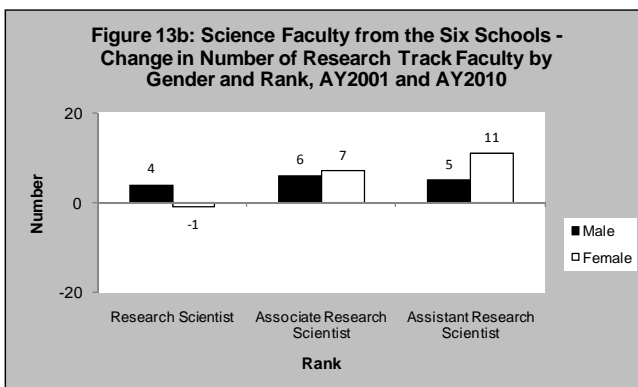
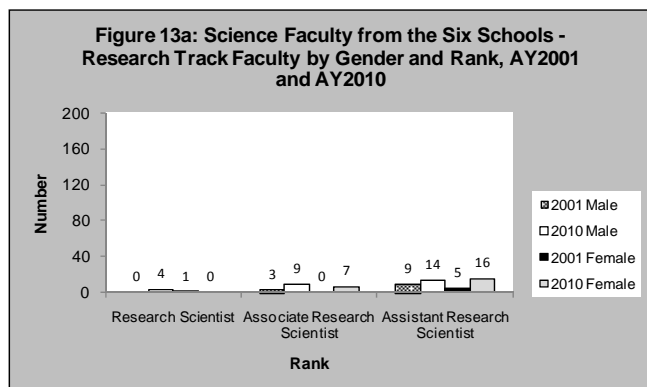
### Medical School (Overall - Basic Science and Clinical Departments)

In AY2010, women comprised 39% (n=55) and men comprised 61% (n=85) of faculty on the primary research track in the Medical School basic science and clinical departments combined (comparison data are not available for AY2001). A majority of female (82%) and male (84%) research track faculty were at the lowest rank of assistant research scientist. In AY2010, Asian/Asian Americans comprised 39% and underrepresented minorities comprised 3% of research track faculty. Forty-three percent (n=50) of assistant and 33% (n=5) of associate research scientists were Asian/Asian Americans in AY2010; no Asian/Asian Americans held the highest rank of research scientist. Very few underrepresented minorities held appointments on the research track, comprising only 2% (n=2) of assistant research scientists and 22% (n=2) of research scientists; no underrepresented minorities held appointments as associate research scientists.

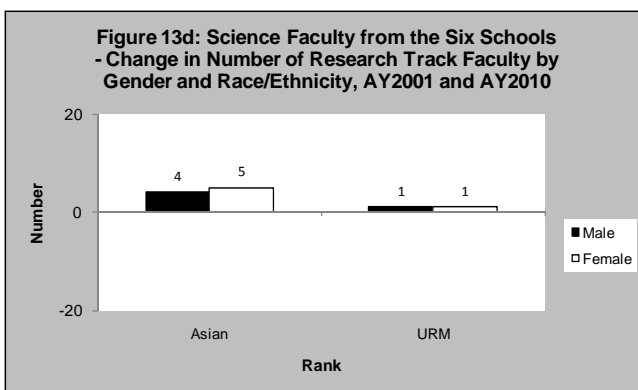
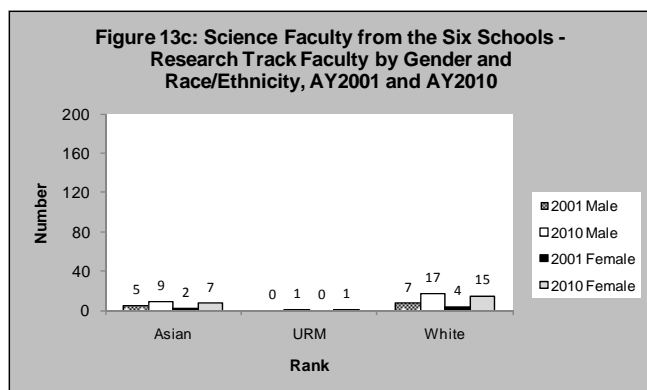
<sup>25</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

### Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

**Rates of Faculty by Rank.** The proportion of women scientists on the research track in the six additional schools increased from 33% (n=6) to 46% (n=23) from AY2001 to AY2010 (see Table 3 and Figures 13a-b). In AY2010, a majority of the women were at the assistant research scientist level (n=16, comprising 53% of faculty at this rank), and the remaining 7 women faculty were at the associate research scientist rank (making up 44% of faculty at this rank).



From AY2001 to AY2010, the number of Asian/Asian American faculty increased by 9, white faculty increased by 21, and underrepresented minority faculty increased by 2; as a result, the percentage of Asian/Asian American faculty dropped from 39% to 32% in AY2010, white faculty increased from 61% to 64%, and underrepresented minority faculty increased from 0% to 4% in AY2010 (see Figures 13c-d). The majority of Asian/Asian American research faculty were at the rank of assistant research scientist, comprising 43% of faculty at this rank; the remaining Asian/Asian American research faculty were at the rank of associate professor, comprising 19% of faculty at this rank. Both underrepresented minorities were at the rank of assistant research scientist, comprising 7% of faculty at this rank. No Asian/Asian American or underrepresented minority faculty members held the rank of research scientist in AY2010.



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, the new science faculty in the six schools included 4 females (1 Asian/Asian American and 3 white faculty) and 4 males (2 Asian/Asian American faculty, 1 underrepresented minority, and 1 white faculty member). Science faculty members on the primary research track lost a total of 2 females (1 Asian/Asian American and 1 white faculty) and 3 white males to retirement or termination in AY2010. Four white female faculty and 2 white male faculty were promoted in AY2010<sup>26</sup>.

<sup>26</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

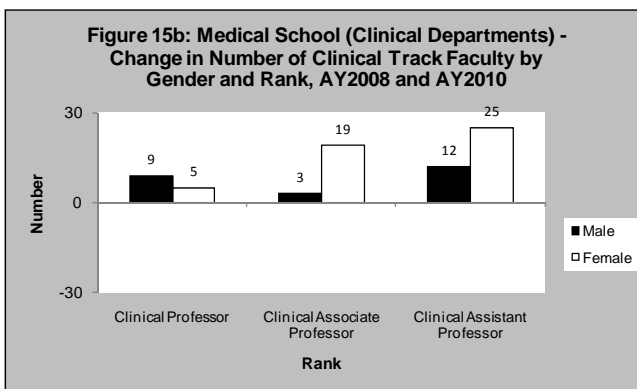
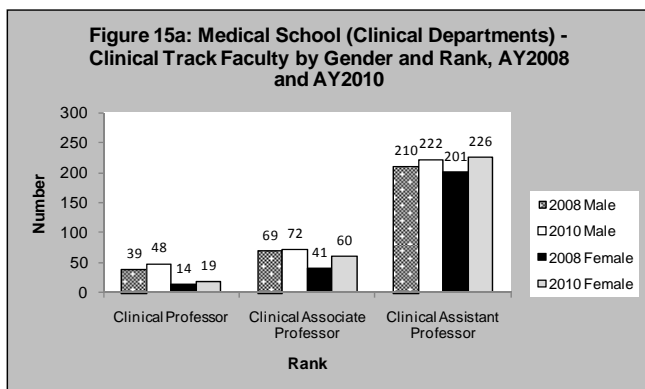
## V. STEM CLINICAL TRACK FACULTY

### OVERVIEW

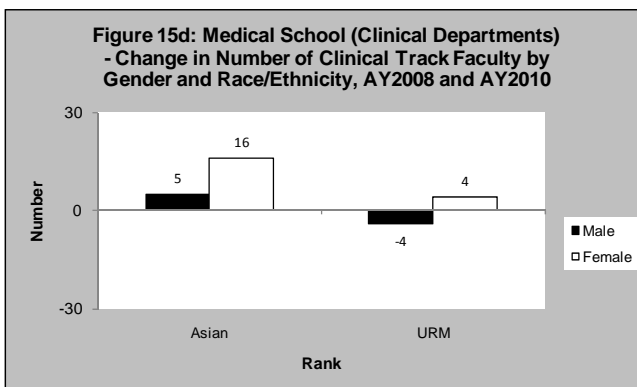
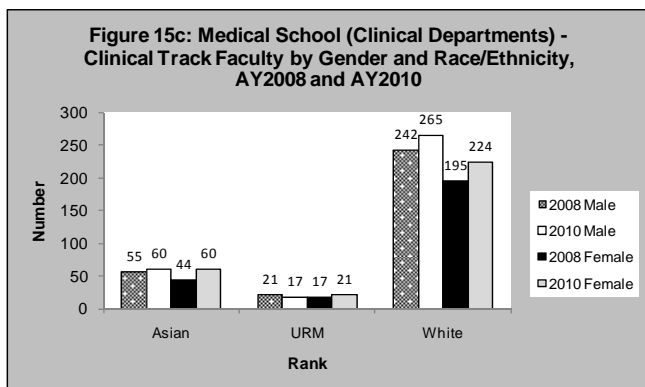
Here we report on the Colleges and Schools that have faculty on the clinical instructional track; this includes the Medical School clinical departments, science faculty from the six schools with both science and non-science faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health).

### Medical School (Clinical Departments)

**Rates of Faculty by Rank.** Across all ranks, women comprised 47% (n=305) and men comprised 53% (n=342) of faculty on the clinical track in AY2010; the actual numbers of women (256 to 305) and men (318 to 342) increased from AY2008 to AY2010 but the composition of the faculty, in terms of proportions, remained comparable (see Table 4 and Figures 15a-b). A majority of both female and male faculty on this track were at the lowest rank of clinical assistant professor (74% of women and 65% of men) in AY2010 (which is similar to the 79% of women and 66% of men in AY2008). Women faculty comprised a lower percentage of the faculty at the highest ranks: 50% (226 of 448) of clinical assistant professors, 45% (60 of 132) of clinical associate professors, and 28% (19 of 67) of clinical professors were women in AY2010. The proportion of women at the clinical assistant professor and full professor rank remained relatively stable from AY2008 to AY2010 (49% to 50% for assistant professors and 26% to 28% for professors), and increased at the clinical associate professor level (from 37% to 45%).



In AY2010, Asian/Asian American faculty comprised 19% (120 of 647) and underrepresented minority faculty comprised 6% (38 of 647) of faculty on the clinical track (see Figures 15c-d), similar to the 17% and 7%, respectively, in AY2008. About four-fifths of both Asian/Asian American and underrepresented minority faculty held the rank of clinical assistant professor in AY2010. Only four Asian/Asian American faculty held the highest rank of clinical professor; no underrepresented minority faculty held this rank in AY2010.

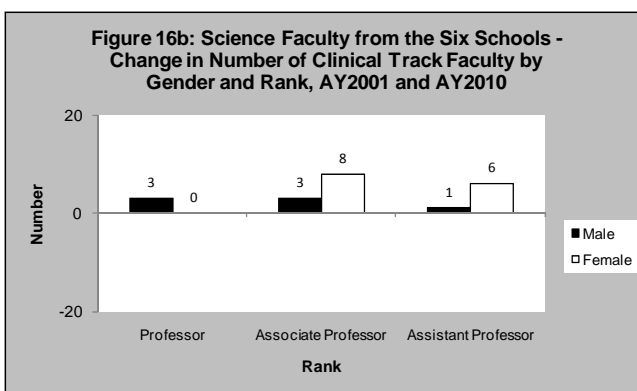
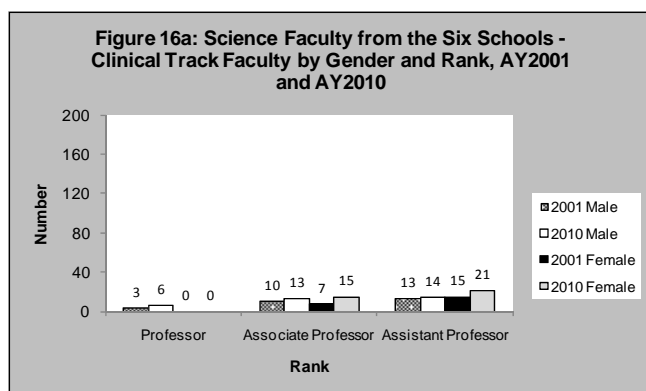


**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, women comprised 57% (n=38) and men comprised 43% (n=29) of new faculty on the clinical track. Two-thirds of these new faculty were white (n=45), 30% (n=20) were Asian/Asian American, and the remaining 3% (n=2) were underrepresented minority faculty. Seven female faculty members (1 Asian/Asian American and 6 white faculty members) and 23 male faculty members (including 5 Asian/Asian American and 18 white faculty members) left UM due to retirement or termination during the same period. A total of 17 women and 20 men

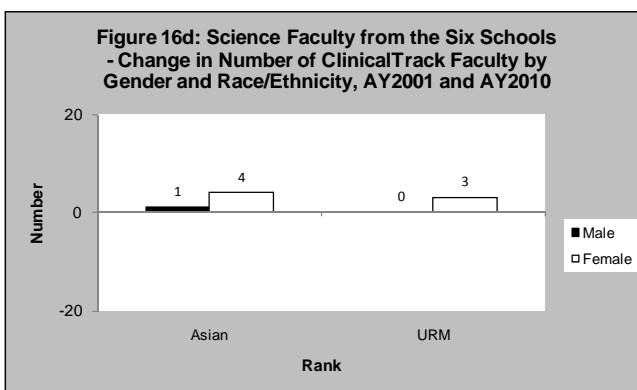
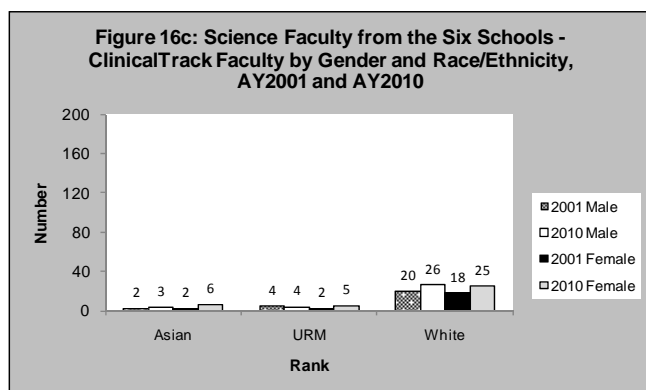
were promoted to clinical associate professor or to clinical professor in AY2010. More than two-thirds (n=16) of faculty promoted to clinical associate professor were white; 26% (n=6) were Asian/Asian American and 4% (n=1) were underrepresented minority faculty. All but one (of 14) of the faculty members promoted to clinical professor in AY2010 were white; the remaining faculty member was Asian/Asian American<sup>27</sup>.

### Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

**Rates of Faculty by Rank.** In AY2010, there were 36 female clinical track faculty (scientists), representing 52% of the clinical track faculty, in the six additional schools (see Table 4 and Figures 16a-b); this reflects an increase from AY2001, when women comprised 46% (n=22) of the clinical track faculty. In AY2010, women comprised 60% (n=21) of clinical assistant professors and 54% (n=15) of clinical associate professors; no female faculty held the rank of clinical professor.



The proportion of underrepresented minority faculty remained stable at 13% from AY2001 to AY2010; the proportion of Asian/Asian American faculty increased slightly from 11% to 13% and the proportion of white faculty decreased slightly from 79% to 74%; see Figures 16c-d. In AY2010 Asian/Asian American faculty comprised 6% (2 of 34) of clinical assistant professors and 25% (7 of 28) of clinical associate professors; underrepresented minority faculty comprised 18% (n=6) and 11% (n=3), respectively. No Asian/Asian American or underrepresented minority faculty held the rank of clinical professor.



**New Hires, Promotions, and Retirements/Terminations.** Between March 2009 and March 2010, the new faculty in the six schools included 2 females (1 underrepresented minority and 1 white faculty member) and 1 underrepresented minority male on the clinical track. The six schools lost 1 white female and 1 white male to retirement or termination during AY2010. In addition, 2 Asian/Asian American females and 3 white males were promoted in AY2010<sup>28</sup>.

<sup>27</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>28</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

## VI. STEM FACULTY – ADDITIONAL APPOINTMENTS AND HONORS

### OVERVIEW

In this section we discuss additional appointments of interest held by instructional (tenure) track faculty members. These appointments fall under two broad categories: named professorships and administrative service in leadership positions. Under named professorships, we considered the following four categories of honor: Distinguished University Professor (to recognize exceptional scholarly achievement, national and international reputation, and superior teaching skills; a lifetime award), Collegiate Professor (for outstanding scholarship, teaching, and service), Endowed Chair, and Thurnau Professor (for excellence in teaching); see Tables 6-10. Since these appointments are generally limited to professors, we only considered faculty at this rank.

For administrative service, we considered membership on tenure/promotion committees at the department and college levels (see Tables 11-15), administrative appointments at the department, college, and university levels (see Tables 16-20), and executive committees at the department and college levels (see Tables 21-25). These appointments are largely held by professors, but also by associate professors, so we considered both associate professors and professors who held these positions. Thus, in order to maintain consistency across departments, these figures exclude any assistant professors or non-tenure track faculty who may have held an administrative appointment or who may have served on tenure/promotion or executive committees.

For each type of appointment we assessed the change (or the lack thereof) in the number of women and faculty of color holding these positions from AY2001 to AY2010, and whether or not the rate of appointment for women and faculty of color was equal to that for male faculty or white faculty in AY2010. For this last question, given the very small numbers (in some cases) of both women faculty and faculty of color and available administrative appointments, we only considered categories in which the expected rate of appointment for women or faculty of color was equal to or greater than one person. AY2001 comparison data were not available for the Medical School clinical departments, or the six schools with both science and non-science faculty; instead, these units are compared to either AY2008 or AY2009, depending upon availability of data.

### NAMED PROFESSORSHIPS

#### College of Engineering

Compared to AY2001, the number of female and male faculty with named professorships across all departments increased by 4 and 42, respectively. From AY2001 to AY2010, the number of Asian/Asian American faculty with named professorships increased by 12, underrepresented minority faculty increased by 4, and white faculty increased by 30. Overall, male professors held named professorships at a higher rate than women (37% versus 29%, respectively) in AY2010 (see Table 6). If women held these appointments at the same rate as men, we would expect 6 women to have named professorships (compared to the 5 women who had one). In addition, both Asian/Asian American and underrepresented minority faculty held named professorships at comparable or higher rates than white faculty; however, no female underrepresented minority faculty held a named professorship in AY2010.

#### College of LSA (Natural Sciences)

In relation to AY2001, we found a net increase of 10 females and 33 males in the number of faculty with named professorships in the Natural Sciences. Overall, in AY2010 female faculty held named professorships at a higher rate than men (45% versus 36%, respectively); see Table 7. From AY2001 to AY2010, the number of Asian/Asian American faculty with named professorships increased by 2, underrepresented minority faculty increased by 7, and white faculty increased by 34. In AY2010, 67% of underrepresented minority faculty, 37% of white faculty, and 18% of Asian/Asian American faculty held named professorships. If Asian/Asian American faculty held named professorships at the same rate as white faculty, we would expect three more Asian/Asian Americans (bringing the total to 6) to have held a named professorship in AY2010.

#### Medical School (Basic Sciences)

The Medical School basic science departments reported the following changes in named professorships from AY2001 to AY2010: a net increase of 1 female and 4 males. Overall, male professors held named professorships at a higher rate than female faculty (21% and 12%, respectively); if women held named professorships at the same rate as men, at least 4 women would have held named professorships, which would be an increase of 2 women (see Table 8). From AY2001 to AY2010, the number of Asian/Asian American faculty with a named professorship increased by 1 and the number of white faculty increased by 4. In AY2010,

25% of Asian/Asian American faculty and 18% of white faculty held named professorships. No underrepresented minority faculty held the rank of professor in AY2010; therefore none were eligible for a named professorship.

### **Medical School (Clinical Departments)**

When comparing AY2008 to AY2010, the number of female full professors in the Medical School clinical departments with named professorships increased by 2 (to 12) and the number of male full professors increased by 27 (to 109). Overall, male professors in the Medical School clinical departments held named professorships at a higher rate than female professors (36% and 21%, respectively) in AY2010; see Table 9. If women held these positions at the same rate as men, we would expect 20 female professors (up from 12) to have held named professorships. Asian/Asian American (32%), underrepresented minority (33%), and white (34%) faculty held these appointments (overall) at comparable rates (compared to 27%, 29%, and 27%, respectively, in AY2008).

### **Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

Overall, female professors (scientists) held named professorships at a slightly lower rate than men both in AY2010 (23% versus 26%, respectively) and in AY2009 (8% and 18%, respectively); see Table 10. In addition 63% of Asian/Asian American professors, 14% of underrepresented minority professors, and 23% of white professors held a named professorship in the six schools during AY2010, compared to 50%, 0%, and 14%, respectively, in AY2009. If underrepresented minority faculty held named professorships at the same rate as white faculty, we would expect 1 additional underrepresented minority faculty to have a named professorship (bringing the total to 2).

## **FACULTY LEADERSHIP: TENURE/PROMOTION COMMITTEES**

### **College of Engineering**

Overall, in the College of Engineering, the number of women who served on all tenure/promotion committees at both the department and college levels increased by 5 and the number of men decreased by 12 from AY2001 to AY2010. In addition, the number of white faculty serving on these committees decreased by 6, underrepresented minority faculty decreased by 1, and Asian/Asian American faculty remained stable at 12. In AY2010, female associate professors and professors served on all department and college level tenure/promotion committees at a slightly higher rate than men (22% and 19%, respectively); see Table 11. During AY2010, Asian/Asian American faculty served on tenure/promotion committees at a rate of 20%, white faculty served at a rate of 19%, and underrepresented minority faculty served at a rate of 15%.

### **College of LSA (Natural Sciences)**

The number of female senior faculty who served on college or department level tenure/promotion committees increased by 9 (to 15) and the number of men who served at both levels increased by 19 (to 64) from AY2001 to AY2010. Overall, women served on tenure/promotion committees at a higher rate than men in AY2010 (41% and 35%, respectively); see Table 12. From AY2001 to AY2010, the number of Asian/Asian American faculty who served on tenure/promotion committees increased by 5, underrepresented minority faculty increased by 2, and white faculty increased by 21. Thirty-nine percent of white senior faculty served on tenure/promotion committees, followed by 26% of Asian/Asian American faculty and 23% of underrepresented minority senior faculty; if Asian/Asian American faculty and underrepresented minority faculty held appointments to tenure/promotion committees (either level) at the same rate as their white colleagues, we would expect 4 more Asian/Asian American faculty and 2 more underrepresented minority faculty to have held such appointments in AY2010 (bringing the totals to 12 and 5, respectively).

### **Medical School (Basic Sciences)**

In relation to AY2001, there was an overall decrease of 3 female and 25 male senior faculty who served on tenure/promotion committees (college and department level combined). Overall, women served on tenure/promotion committees at a higher rate than men (38% and 27%, respectively) in AY2010 (see Table 13). In addition, white faculty served at a higher rate (32%) than Asian/Asian American (27%) and underrepresented minority faculty (0%). If Asian/Asian American and underrepresented minority faculty served at the same rate as white faculty, we would expect 4 Asian/Asian American faculty and 1 underrepresented minority faculty to have served on tenure/promotion committee (regardless of level) in the Medical School Basic Sciences (an increase of 1 in both cases).

### **Medical School (Clinical Departments)**

In the Medical School clinical departments, the number of women who served on tenure/promotion committees (regardless of level) decreased by 2 and the number of men increased by 4 from AY2008 to AY2010. Women served at a slightly lower rate than men: 16% of women and 19% of men at the associate professor and professor ranks served on tenure/promotion committees in AY2010 (see Table 14). If women served on tenure/promotion committees at the same rate as men, we would expect a total of 18 (up from 16) to have served in AY2010. White faculty served on tenure/promotion committees at a rate of 19%, followed by underrepresented minorities (13%) and Asian/Asian Americans (11%) in AY2010, compared to 19%, 19%, and 12%, respectively, in AY2008. In AY2010, if Asian/Asian American and underrepresented minority faculty served on the tenure/promotion committees at the same rate as white faculty, we would expect 4 more Asian/Asian American and 2 more underrepresented minority faculty to have served on committees in AY2010.

### **Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

In the six schools, senior female faculty (scientists) served on tenure/promotion committees at a higher rate than their male colleagues both in AY2010 (29% and 19%, respectively) and in AY2009 (18% and 15%, respectively); see Table 15. White faculty served on such committees at a rate of 25%, followed by underrepresented minorities (12%) and Asian/Asian Americans (7%) in AY2010, compared to 17%, 15%, and 0%, respectively, in AY2009. If underrepresented minority and Asian/Asian American faculty served on tenure/promotion committees at the same rate as white faculty, we would expect a total of 4 underrepresented minorities and 3 Asian/Asian American faculty (an increase 2 faculty members for both groups) to have served on a tenure/promotion committee in AY2010.

## **FACULTY LEADERSHIP: ADMINISTRATIVE POSITIONS**

### **College of Engineering**

In CoE, the total number of male faculty with administrative appointments increased by 2 from AY2001 to AY2010, and the total number of female faculty increased by 6 during the same time period. The number of Asian/Asian American faculty with administrative appointments increased by 2, underrepresented minority faculty increased by 2, and white faculty increased by 4. Male associate and full professors held administrative positions (regardless of level – department, college, or university) at a lower rate than women (14% and 22%, respectively); see Table 16. Underrepresented minority and white faculty held administrative positions at comparable rates (15% and 16%, respectively), while Asian/Asian American faculty did so at a slightly lower rate (12%). If Asian/Asian American faculty held these positions at the same rate as white faculty, we would expect a total of 9 Asian/Asian American faculty (an increase of 2) to hold administrative positions.

### **College of LSA (Natural Sciences)**

There were 13 more men holding administrative positions (university, college, and department levels) in AY2010 than AY2001; the number of women holding such appointments increased by 6 (to 7). The number of Asian/Asian American faculty also increased by 1, underrepresented minority faculty increased by 1, and white faculty increased by 17 from AY2001 to AY2010. In AY2010, female senior faculty held administrative positions at a lower rate than men (19% and 23%, respectively); see Table 17. If women held administrative positions at the same rate as men, we would expect an additional 2 female senior faculty to have held such appointments in AY2010. With regard to race/ethnicity, underrepresented minority and white associate and full professors held administrative positions (regardless of level) at comparable rates (23% and 25%, respectively); 10% of Asian/Asian American faculty held administrative appointments. If Asian/Asian American faculty held these positions at the same rate as white faculty, we would expect a total of 8 Asian/Asian American faculty to have held administrative positions (regardless of level), an increase of 5 Asian/Asian American faculty.

### **Medical School (Basic Sciences)**

When compared to AY2001, the number of female senior faculty with administrative appointments in AY2010 increased by 3 and the number of males decreased by 1. Women associate professors and professors held administrative positions (regardless of level) at a comparable rate to their male colleagues (15% each); see Table 18. The number of Asian/Asian American and white faculty increased by 1 each, respectively, and the number of underrepresented minority faculty with administrative positions remained at zero. Sixteen percent of white faculty and 9% of Asian/Asian American faculty held administrative positions (regardless of level) in AY2010. Overall, if Asian/Asian American faculty held administrative positions – regardless of level – at the same rate as white faculty, at least 2 Asian/Asian American senior faculty members would have held an administrative appointment (up from 1).



### Medical School (Clinical Departments)

In the Medical School clinical departments, the number of women who held administrative positions (regardless of level) decreased by 1 and the number of men increased by 9 from AY2008 to AY2010. In AY2010, male faculty (overall) held administrative positions at a higher rate than female faculty (15% and 8%, respectively); see Table 19. If women held such appointments at the same rate as men, we would expect the total number of women with administrative appointments to increase by 7 (to 15). Over the same time period, the number of Asian/Asian Americans increased by 1, underrepresented minorities increased by 3, and white faculty increased by 4. Sixteen percent of underrepresented minority faculty, 15% of white faculty, and 2% of Asian/Asian American faculty held administrative positions (regardless of level) in AY2010, compared to 7%, 14%, and 0%, respectively, in AY2008. If Asian/Asian American faculty held administrative appointments – regardless of level – at the same rate as white faculty, we would expect the number of Asian/Asian American faculty with administrative appointments to increase from 1 to 8.

### Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

In AY2010, female associate professors and professors (scientists) held administrative positions at a slightly lower rate than men (20% and 22%, respectively); this was in contrast to AY2009, when senior female scientists held administrative positions at a slightly higher rate than their male colleagues (25% and 21%, respectively); see Table 20. Twenty-three percent of white faculty, 14% of Asian/Asian American faculty, and 18% of underrepresented minority faculty held administrative positions (regardless of level) in AY2010, compared to 24%, 14%, and 15%, respectively, in AY2009. If Asian/Asian American and underrepresented minority faculty both held administrative positions at the same rate as white faculty, we would expect one more Asian/Asian American and one more underrepresented minority faculty member to have held an administrative position in AY2010 (up from 2 and 3, respectively).

### FACULTY LEADERSHIP: EXECUTIVE COMMITTEES<sup>29</sup>

#### College of Engineering

In AY2010, women associate and full professors served on the college and department level executive committees at a slightly higher rate than male associate and full professors (22% and 20%, respectively; n=8 and 51); see Table 21. Overall, 31% of underrepresented minority faculty served on an executive committee (college or department), followed by 20% of white faculty and 19% of Asian/Asian American faculty. No underrepresented minority female faculty member served on an executive committee in the College of Engineering in AY2010 at either the department or college level.

#### College of LSA (Natural Sciences)

From AY2009 to AY2010, the number of women associate and full professors serving on executive committees (department or college levels) increased by 4, and the number of comparable men increased by 2. In AY2010, women associate and full professors served on the executive committees (department or college levels) at a slightly higher rate than men associate and full professors (27% and 21%, respectively; n=10 and 39); see Table 22. During the same time period, the number of underrepresented minority faculty increased by 1, and the number of white faculty increased by 5; the number of Asian/Asian American faculty serving on executive committees remained constant at 7. Overall, Asian/Asian American, underrepresented minority, and white faculty served on executive committees at comparable rates (23%, 23%, and 22%, respectively). In AY2010, no female faculty of color with appointments in the Natural Sciences served on a department or college level executive committee.

#### Medical School (Basic Sciences)

From AY2009 to AY2010, the number of women who served on executive committees increased by 2 and the number of men decreased by 2; the racial-ethnic composition remained the same during the same period. Of senior faculty in the basic science departments, women served on executive committees (department or college levels) at a higher rate than men (31% and 16%, respectively); see Table 23. These figures exclude basic science departments that do not have executive committees (Microbiology & Immunology and Pharmacology). Overall, Asian/Asian American faculty served at a slightly lower rate than white faculty (18% and 22%, respectively); no underrepresented minority faculty served on a department or college level executive committee.

<sup>29</sup> In order to maintain consistency across departments, the following figures exclude any assistant professors and non-tenure track faculty who may have served on an executive committee (college or department level).

in AY2010, although we would expect one underrepresented minority faculty member to have served in AY2010, if they held these positions at the same rate as their white colleagues.

### **Medical School (Clinical Departments)**

Comparing AY2010 to AY2009, the number of women senior faculty who served on college or department level executive committees decreased by 6, and the number of men decreased by 12. In AY2010, men senior faculty served on college or department level executive committees at a slightly higher rate than comparable women (13% and 9%, respectively); see Table 24. If women served on executive committees at the same rate as men, we would expect a total of 13 women (up from 9) to have served on these committees. From AY2009 to AY2010, the number of underrepresented minority senior faculty who served on college or department level executive committees increased by 2, and the number of white faculty decreased by 20. White faculty served on executive committees at a higher rate (14%) than their Asian/Asian American (5%) and underrepresented minority (10%) colleagues; if Asian/Asian American and underrepresented minority faculty served on executive committees at the same rate as white faculty, we would expect 8 Asian/Asian American faculty and 4 underrepresented minority faculty to have served in AY2010 (up from 3 and 3, respectively). These percentages exclude clinical departments that do not have executive committees (Emergency Medicine, Internal Medicine, Ophthalmology & Visual Sciences, Orthopaedic Surgery, Pathology, Pediatrics and Communicable Diseases, Radiation Oncology, and Urology).

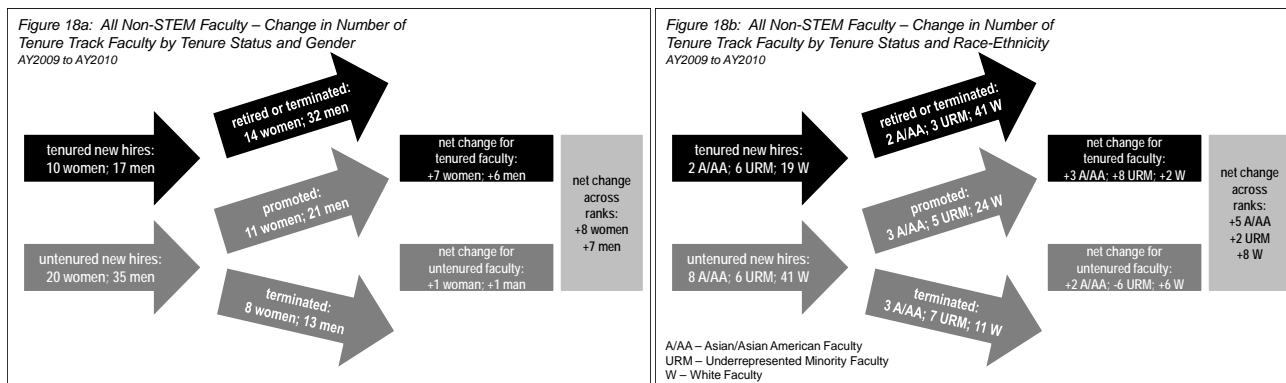
### **Science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

Across the six schools, male senior faculty (scientists) served on executive committees at a slightly higher rate than their female colleagues both in AY2010 (19% and 17%, respectively) and in AY2009 (19% and 13%, respectively); see Table 25. If women served at the same rate as men, we would expect a one additional senior female faculty to have served on executive committees (regardless of level) in AY2010. Approximately one-fifth of white faculty (21%) and underrepresented minority faculty (18%) in the six schools served on an executive committee; no Asian/Asian American senior faculty served on an executive committee in AY2010. This compares to the 23% of underrepresented minority senior faculty, 17% of white senior faculty, and 14% of Asian/Asian American senior faculty who served on executive committees in AY2009.

## VII. NON-STEM INSTRUCTIONAL (TENURE) TRACK FACULTY

### OVERVIEW

In this section, we discuss all UM faculty *not* in STEM fields, by gender and race/ethnicity, at the University of Michigan for AY2010. Included in this section are all non-STEM faculty on the instructional track with budgeted appointments (i.e., greater than 0% time equivalence) in non-STEM departments in the College of Literature, Science, and the Arts' Division of Humanities<sup>30</sup> (LSA), the College of Literature, Science, and the Arts' Division of Social Sciences<sup>31</sup> (LSA), the six schools with both science and non-science faculty<sup>32</sup>, and the eight additional non-STEM schools.<sup>33</sup> No comparison data from AY2001 are available for these schools, colleges, and divisions; comparisons to data from AY2009 are made instead. An overview of the net effects of new faculty, retirements/terminations, and promotions among all non-STEM, tenure track faculty for AY2010 can be found in Figures 18a and 18b<sup>34</sup>.



### College of LSA (Humanities)

**Rates of Faculty by Rank.** The overall composition of faculty in the College of LSA Division of Humanities remained stable from AY2009 to AY2010; in AY2010, the Humanities faculty was 42% female (n=114) and 58% male (n=156); see Table 26 and Figures 19a-b. The gender disparity in AY2010 was the greatest at the highest rank of professor: only 30% (n=34) of professors were women. At the associate professor level, 53% (n=53) of the faculty were women, and at the assistant professor level, 48% (n=27) of the faculty were women; compared to AY2009, this represents a slight decrease in the proportion of assistant professors who were women (from 52% to 48%) and a corresponding increase in the proportion of associate professors who were women (from 48% to 53%).

In AY2010, Asian/Asian American faculty constituted 9% of the Humanities faculty, 10% were underrepresented minority faculty, and 81% were white faculty, compared to 7%, 10%, and 83%, respectively, in AY2009. Asian/Asian American faculty had a larger presence at the assistant professor level (20% or 11 of 56, up from 13% in AY2009) than at higher levels (3% at the associate level and 8% at the full professor level in AY2009 and AY2010; 3 of 100 and 9 of 114, respectively, in AY2010). Underrepresented minority faculty comprised 7% (or 4 of 56, which is down slightly from 10% in AY2009) of assistant professors, 12% (or 12 of 100) of associate professor, and 10% (or 11 of 114) of professors; see Figures 19c-d.

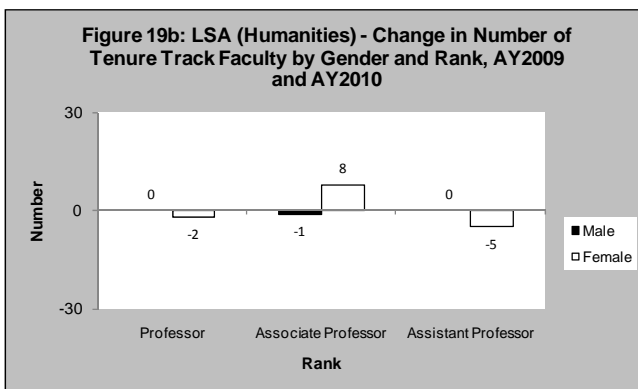
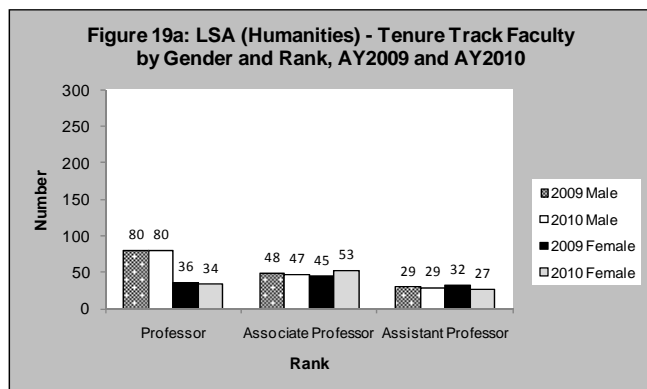
<sup>30</sup> Literature, Science, and the Arts Division of Humanities (LSA): Asian Languages and Culture; Classical Studies; Comparative Literature; English Language and Literature; Germanic Languages and Literatures; History of Art; Judaic Studies; Linguistics; Near Eastern Studies; Philosophy; Romance Languages and Literatures; Screen Arts and Culture; Slavic Languages and Literatures

<sup>31</sup> Literature, Science, and the Arts Division of Social Sciences (LSA): American Culture; Anthropology; Center for Afroamerican and African Studies; Communication Studies; Economics; History; Organizational Studies; Political Science; Psychology; Sociology; Women's Studies

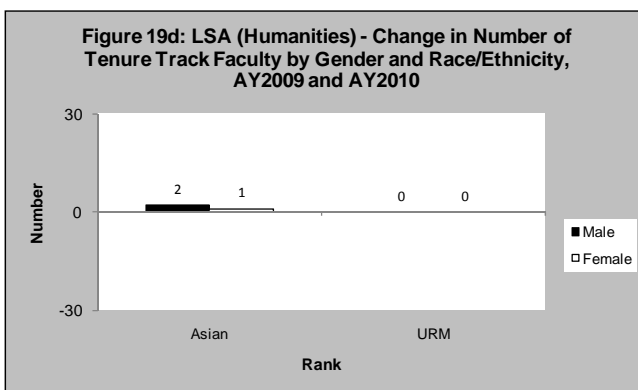
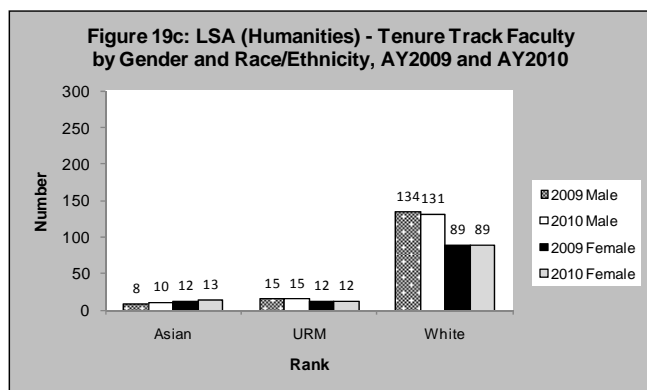
<sup>32</sup> Six Schools with both Science and Non-science Faculty: School of Dentistry; School of Information; School of Kinesiology; College of Pharmacy; School of Natural Resources and Environment; School of Public Health

<sup>33</sup> Eight Additional Non-STEM Schools: College of Architecture and Urban Planning; School of Art and Design; Ross School of Business; School of Education; Law School; School of Music; Ford School of Public Policy; School of Social Work

<sup>34</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



Eleven percent of female faculty (13 of 114) and 6% of male faculty (10 of 156) were Asian/Asian American; 11% of female and 10% of male faculty were underrepresented minority faculty (12 of 114 and 15 of 156, respectively). The percentage of female faculty who were Asian/Asian American ranged from 30% (n=8) at the assistant professor level to 6% at the associate professor (n=3) and professor (n=2) levels. Asian/Asian American faculty comprised 10% of male faculty at the assistant professor level (n=3) and 9% at the professor level (n=7). A total of 12 female underrepresented minority faculty had appointments to the instructional track in the Humanities, comprising 7% of female assistant professors, 13% of female associate professors, and 9% of female professors. Male underrepresented minority faculty comprised 7% (2 of 29) of male assistant professors, 11% (5 of 47) of male associate professors, and 10% (8 of 80) of male professors.



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, when a total of 17 faculty were hired in the LSA Humanities Division, newly hired women were 47% (n=8) and men were 53% (n=9). Of these, 76% (n=13) were white, 12% (n=2) were Asian/Asian American, and 12% (n=2) were underrepresented minorities. The new female faculty included 1 Asian/Asian American, 1 underrepresented minority, and 6 white faculty members; the new male faculty included 1 Asian/Asian American, 1 underrepresented minority, and 7 white faculty members. During the same time frame, 4 women (1 underrepresented minority and 3 white faculty) and 7 men (all white) retired or were terminated. Fourteen faculty were reviewed for promotion<sup>35</sup>: 7 female faculty (all white faculty) and 7 male faculty (1 underrepresented minority and 6 white faculty) were promoted from assistant to associate or from associate to full.

Overall, the Humanities division had a net loss of 3 untenured female faculty members while gaining 7 tenured female faculty members, and a net increase of 2 male tenured faculty members (see Figure 19e<sup>36</sup>). In terms of race/ethnicity, the Humanities Division experienced a net gain of 2 Asian/Asian American untenured faculty and 2 underrepresented minority and 7 white tenured faculty. In addition, this division had a net loss of 1 underrepresented minority and 4 white untenured faculty; see Figure 19f..

<sup>35</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>36</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

Figure 19e: College of LSA (Humanities) – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010

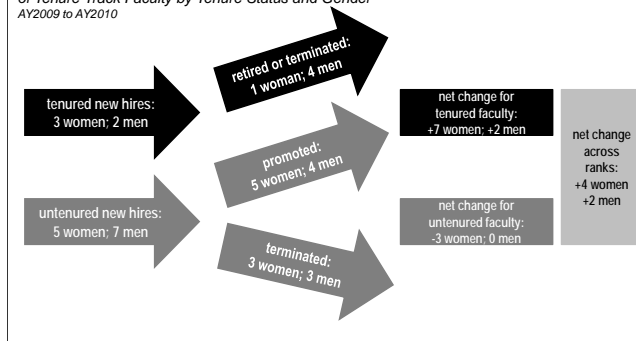
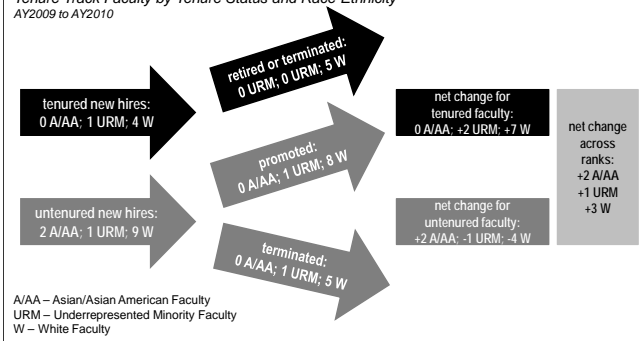


Figure 19f: College of LSA (Humanities) – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010



## College of LSA (Social Sciences)

**Rates of Faculty by Rank.** In the LSA Social Sciences Division, women comprised 44% (n=190) and men comprised 56% (n=246) of faculty on the instructional track in AY2010; see Table 26 and Figures 20a-b. The proportion of tenure-track faculty who are women increased slightly from 41% to 44%, comparing AY2009 to AY2010 (Note: This difference is due, in part, to the addition of two units – American Culture and CAAS – to the AY2010 figures; these units were not represented in the AY2009 report.). Women comprised comparable proportions of faculty at the assistant and associate ranks (49% of assistant professors and 52% of associate professors; n=49 and 66, respectively); however, only 36% (n=75) of faculty at the highest rank of full professor were women.

Figure 20a: LSA (Social Sciences) - Tenure Track Faculty by Gender and Rank, AY2009 and AY2010

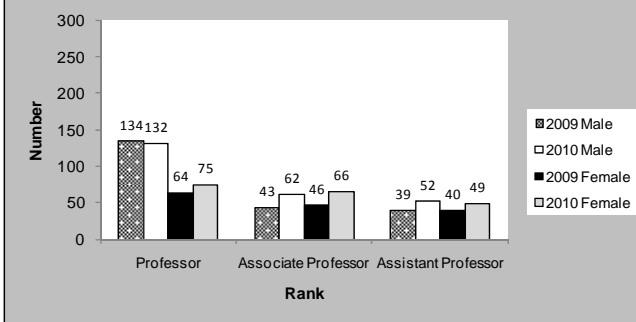
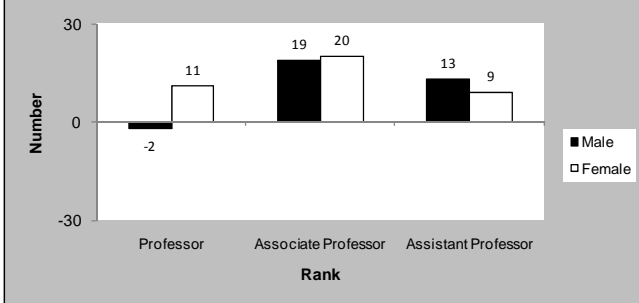


Figure 20b: LSA (Social Sciences) - Change in Number of Tenure Track Faculty by Gender and Rank, AY2009 and AY2010



In AY2010, Asian/Asian American faculty constituted 9% of the Social Science faculty, 20% were underrepresented minority faculty, and 71% were white faculty, compared to 8%, 14%, and 78%, respectively, in AY2009. Asian/Asian American faculty comprised 13% of assistant professors (13 of 101), 14% of associate professors (18 of 128), and 4% of professors (9 of 207). Underrepresented minority faculty made up 26% of assistant professors (26 of 101), 27% of associate professors (35 of 128), and 12% of professors (25 of 207); see Figures 20c-d.

Figure 20c: LSA (Social Sciences) - Tenure Track Faculty by Gender and Race/Ethnicity, AY2009 and AY2010

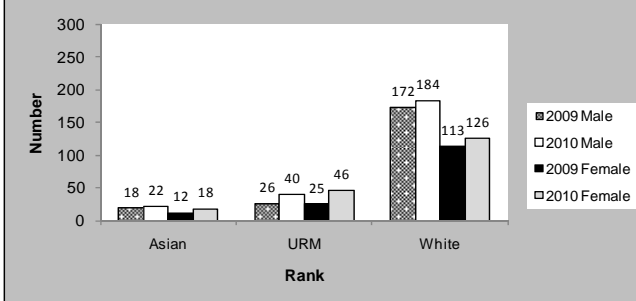
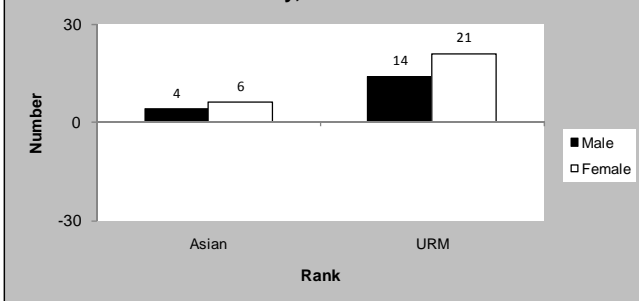


Figure 20d: LSA (Social Sciences) - Change in Number of Tenure Track Faculty by Gender and Race/Ethnicity, AY2009 and AY2010



Within gender, 9% (18 of 190) of female and 9% (22 of 246) of male instructional faculty were Asian/Asian American; 24% (46 of 190) of female and 16% (40 of 246) of male instructional faculty were underrepresented minorities. For both men and women, the proportion of Asian/Asian American faculty decreased from assistant professor to professor. At the level of assistant professor, 15% (8 of 52) of men were Asian/Asian American while only 4% (5 of 132) of men were Asian/Asian American at the full professor level; among women faculty, 10% (5 of 49) of female assistant professors were Asian/Asian American, as were 14% (9 of 66) of female associate professors, and 5% (4 of 75) of female full professors. The greatest proportion of female underrepresented minority faculty was at the associate professor level (42%, 28 of 66), followed by 18% of women assistant professors (9 of 49) and 12% of women full professors (9 of 75). Male underrepresented minority faculty comprised 33% of male assistant professors (17 of 52), 11% of male associate professors (7 of 62), and 12% of male full professors (16 of 132).

**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, 46% (n=12) of the 26 new tenure track faculty were women and 54% (n=14) were men; 15% (n=4) of these new faculty were Asian/Asian American, 23% (n=6) were underrepresented minority, and the remaining 62% (n=16) were white. At the same time, the Social Sciences Division lost 5 women (4 white and 1 Asian/Asian American faculty) and 13 men (7 white, 2 Asian/Asian American, and 4 underrepresented minority faculty members) to retirements or other terminations. Thirteen faculty were reviewed for promotion<sup>37</sup>: 7 female faculty members (2 underrepresented minority and 5 white faculty) and 6 male faculty members (3 underrepresented minority and 3 white faculty) were promoted from assistant to associate or from associate to full professor.

Overall, the Social Sciences Division experienced a net gain of 1 female and 1 male untenured faculty members. At the same time, the division gained 6 tenured female faculty members; see Figure 20e<sup>38</sup>. In terms of race/ethnicity, the Social Sciences Division had a net gain of 1 Asian/Asian American and 2 white untenured faculty members, and a net gain of 3 underrepresented minority and 3 white tenured faculty. The division lost 1 underrepresented minority untenured faculty member; see Figure 20f.

Figure 20e: College of LSA (Social Sciences) – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010

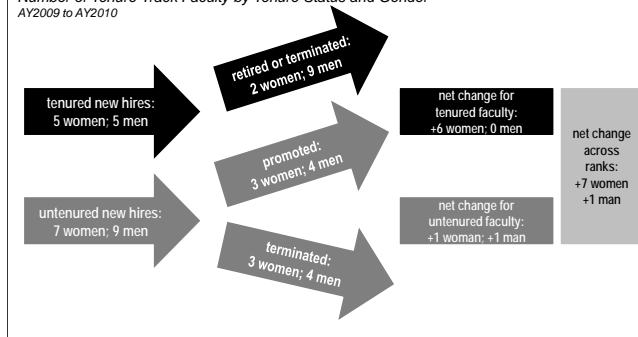
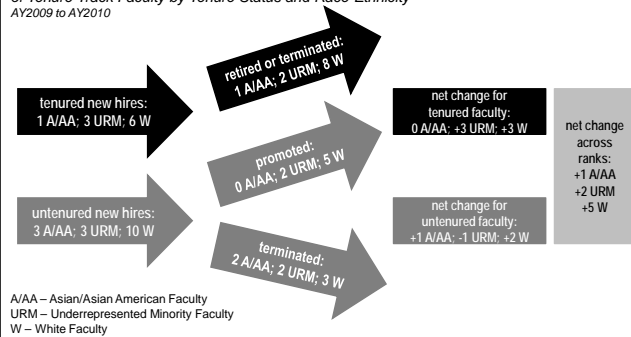


Figure 20f: College of LSA (Social Sciences) – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010



A/AA – Asian/Asian American Faculty  
URM – Underrepresented Minority Faculty  
W – White Faculty

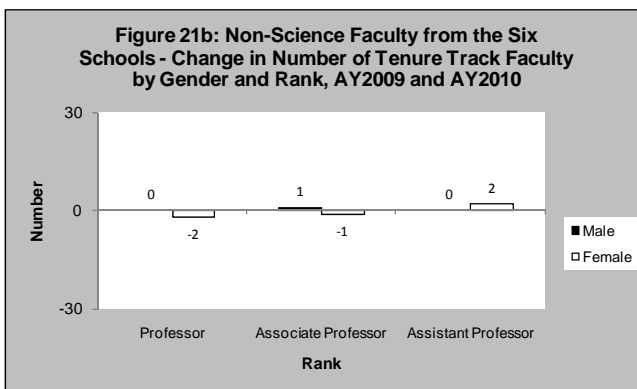
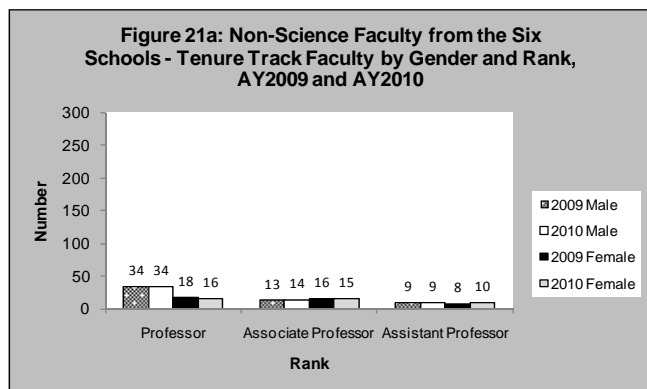
### Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

**Rates of Faculty by Rank.** As previously mentioned, data from these six schools as a whole can be found in Tables 46-53; however, in this section, we report only on the non-science faculty from these six schools.

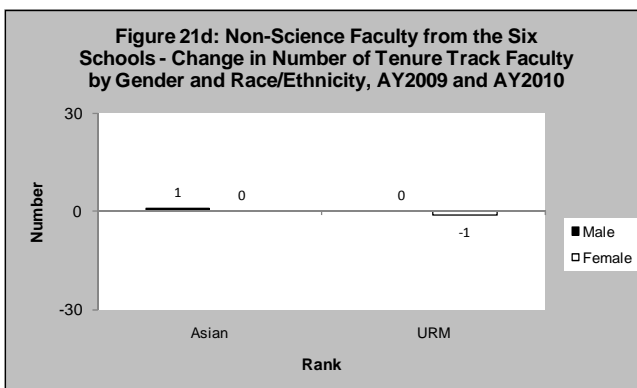
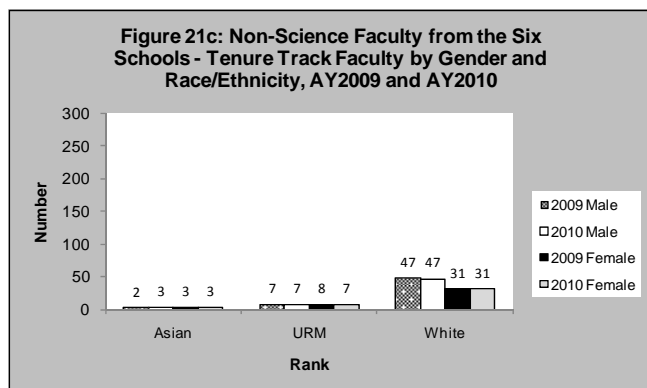
In AY2010, women comprised 42% (n=41) and men comprised 58% (n=57) of non-scientists on the instructional track in the six schools with both science and non-science faculty; see Table 26 and Figures 21a-b. When comparing AY2009 with AY2010, the proportion of women non-scientist faculty remained relatively stable (43% and 42%, respectively). The gender disparity was greatest at the rank of full professor: 32% (n=16) of faculty at this rank were women while 68% (n=34) were men. At the assistant professor level, women comprised 53% (n=10) of the faculty at this rank, and at the associate professor level, they were 52% (n=15).

<sup>37</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>38</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



In AY2010, Asian/Asian American faculty constituted 6% of the non-science faculty in these six schools (compared to 5% in AY2009), 14% were underrepresented minority faculty (compared to 15% in AY2009), and 80% were white faculty; see Figures 21c-d. Asian/Asian American faculty comprised 10% (3 of 29) of faculty at the associate professor rank and 6% (3 of 50) of faculty at the full professor rank; however, there were no Asian/Asian American faculty at the rank of assistant professor. On the other hand, the proportion of underrepresented minority faculty decreased with rank: these faculty comprised 37% (7 of 19) of faculty at the assistant professor level, 14% (4 of 29) of faculty at the associate professor level, and only 6% (3 of 50) of faculty at the level of full professor.



Within gender, 7% of female and 5% of male faculty were Asian/Asian American while 17% of female and 12% of male faculty were underrepresented minorities. For both women and men, the proportion of underrepresented minority faculty decreased from assistant to full professor ranks. At the level of assistant professor, 40% (4 of 10) of women and 33% (3 of 9) of men were underrepresented minorities, compared with 13% (2 of 15) of women and 14% (2 of 14) of men at the associate professor level and 6% (1 of 16) of women and 6% (2 of 34) of men at the full professor level. In addition, 13% (2 of 15) of women at the associate professor rank and 6% (1 of 16) of women at the full professor rank were Asian/Asian American; 7% (1 of 14) of men at the associate professor rank and 6% (2 of 34) of men at the rank of full professor were also Asian/Asian American. There were no Asian/Asian American faculty at the rank of assistant professor.

**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, 20% (n=1) of new non-science tenure track faculty in the six schools were women while 80% (n=4) were men. These new hires included one white male and one white female at the assistant professor rank, one Asian/Asian American male and one white male at the associate professor rank, and one white male at the rank of full professor. There were no underrepresented minority faculty hired during AY2010. At the same time, these schools lost 3 women (1 underrepresented minority and 2 white faculty) and 3 white men to retirements or other terminations. In addition, one white male and one white female were promoted<sup>39</sup> from assistant professor to associate professor, and 2 white males were promoted from associate professor to full professor; no non-science faculty of color were promoted in these six schools during AY2009. Overall, these six schools lost 2 female tenured faculty members and gained 1 male tenured faculty member. There was no change in the

<sup>39</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

number of untenured male and female faculty members; see Figure 21e<sup>40</sup>. In terms of race/ethnicity, these six schools lost 1 white and 1 underrepresented minority tenured faculty, while gaining 1 Asian/Asian American tenured faculty. Again, there was no change by race-ethnicity in the number of untenured faculty; see Figure 21f.

Figure 21e: Non-Science Faculty from the Six Schools – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010

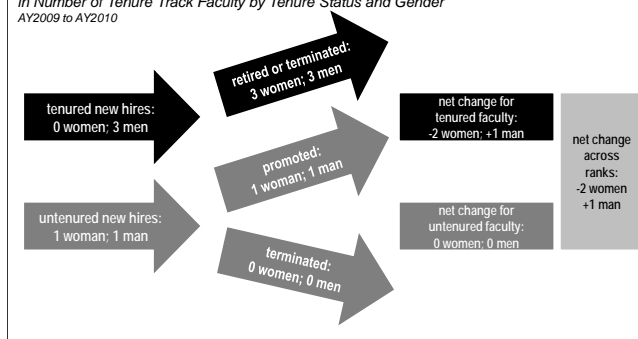
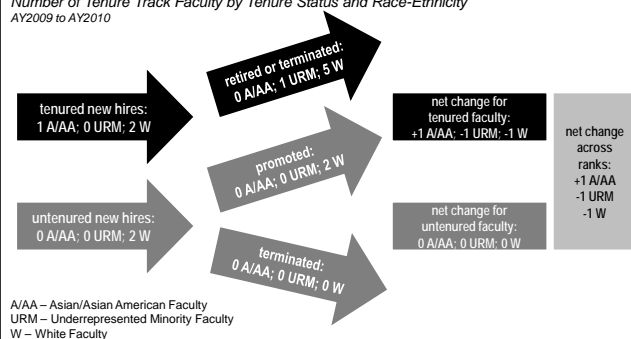


Figure 21f: Non-Science Faculty from the Six Schools – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010



### Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)

**Rates of Faculty by Rank.** In AY2010, the overall composition of faculty across these eight schools was 34% (n=173) female and 66% male (n=329), compared to 35% and 65%, respectively, in AY2009 (see Table 26 and Figures 22a-b). Looking at all eight non-STEM Schools by rank, women comprised 41% (44 of 108) of assistant professors, 33% (46 of 139) of associate professors, and 33% (83 of 255) of full professors were women.

Figure 22a: Eight Non-STEM Schools - Tenure Track Faculty by Gender and Rank, AY2009 and AY2010

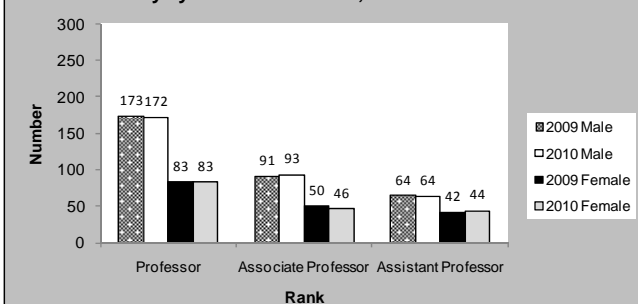
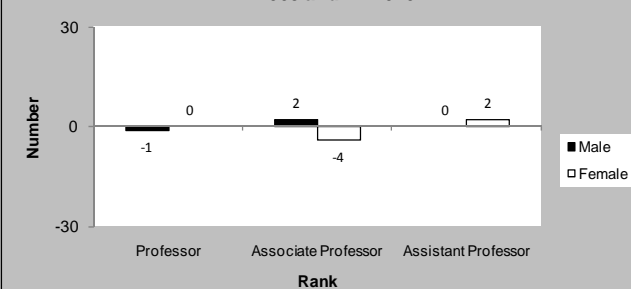


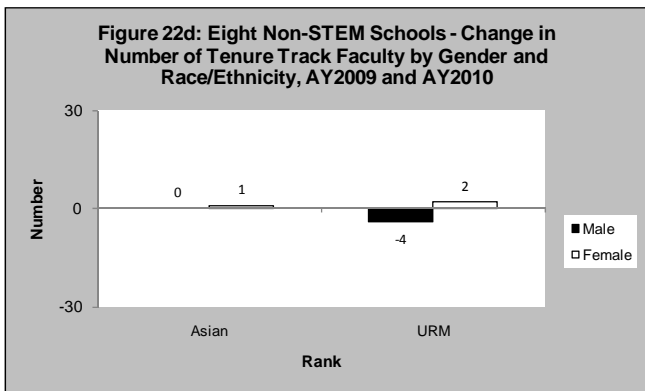
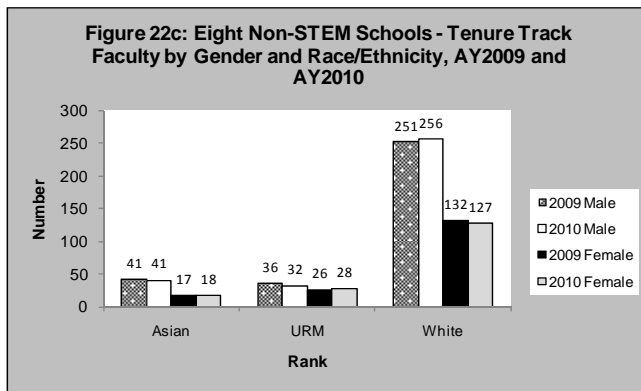
Figure 22b: Eight Non-STEM Schools - Change in Number of Tenure Track Faculty by Gender and Rank, AY2009 and AY2010



In terms of race/ethnicity, the overall composition of faculty across these eight schools was 12% Asian/Asian American (n=59), 12% underrepresented minority (n=60), and 76% white (n=383) in AY2010; these proportions did not change from AY2009 to AY2010 (see Figures 22c-d). Asian/Asian American faculty comprised 17% (18 of 108) of faculty at the assistant professor level, 17% (23 of 139) of associate professors, and 7% (18 of 255) of professors. Across these eight schools, underrepresented minority faculty comprised 14% (15 of 108) of assistant professors, 15% (21 of 139) of associate professors, and 9% (24 of 255) of professors.

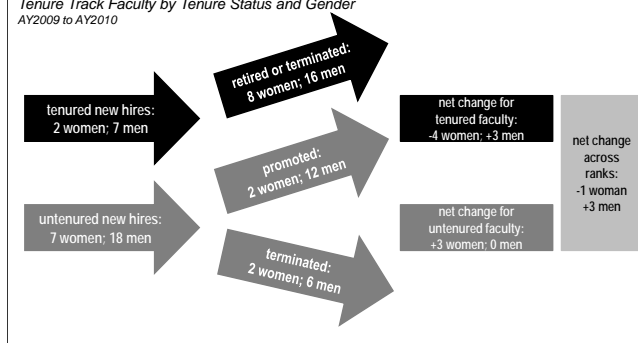
<sup>40</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



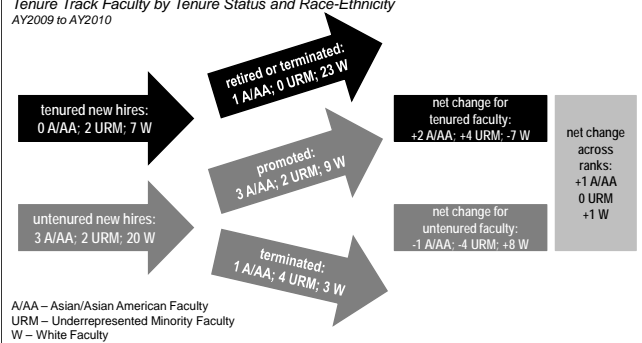


A slightly larger proportion of male faculty members were Asian/Asian American compared with underrepresented minority faculty (12% and 10%, respectively); the opposite was true for female faculty: 10% were Asian/Asian American and 16% were underrepresented minority faculty. At the level of assistant professor, 18% (8 of 44) of women and 11% (7 of 64) of men were underrepresented minorities, compared with 15% (7 of 46) of women and 15% (14 of 93) of men at the associate professor level and 16% (13 of 83) of women and 6% (11 of 172) of men at the full professor level. In addition, 18% (8 of 44) of women at the assistant professor rank, 17% (8 of 46) of women at the associate professor rank, and 2% (2 of 83) of women at the full professor rank were Asian/Asian American; 16% (10 of 64) of men at the assistant professor rank, 16% (15 of 93) of men at the associate professor rank, and 9% (16 of 172) of men at the rank of full professor were also Asian/Asian American.

**Figure 22e: Eight Non-STEM Schools – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2009 to AY2010**



**Figure 22f: Eight Non-STEM Schools – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2009 to AY2010**



**New Hires, Promotions, and Retirements/Terminations.** Between March 2009 and March 2010, 26% (n=9) of new faculty on the instructional track were women and 74% (n=25) were men across the eight non-STEM schools. New faculty included 1 female and 2 male Asian/Asian American faculty, 5 female and 22 male white faculty, and 3 female and 1 male underrepresented minority faculty. During this same time frame, these eight schools lost 10 women (1 underrepresented minority and 9 white faculty) and 22 men (3 underrepresented minority, 2 Asian/Asian American, and 17 white faculty) to retirement or other terminations. In terms of faculty promotions<sup>41</sup>, 2 white females and 12 males (3 Asian/Asian American, 2 underrepresented minority, and 7 white faculty) were promoted from assistant professor to associate professor during this same time frame; 4 females (1 underrepresented minority and 3 white faculty) and 6 males (3 Asian/Asian American, 1 underrepresented minority, and 2 white faculty) were promoted from associate professor to full professor. Overall, these eight schools gained 3 female untenured faculty members while losing 4 female tenured faculty and gaining 3 male tenured faculty members; see Figure 22e<sup>42</sup>. In terms of race/ethnicity, these eight schools gained 2 Asian/Asian American and 4 underrepresented minority tenured faculty members while losing 7 white tenured faculty members. In addition, these eight schools lost 1 Asian/Asian American and 4 underrepresented minority untenured faculty while gaining 8 white faculty; see Figure 22f.

<sup>41</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>42</sup> Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

## OVER TIME CHANGE ON THE TENURE TRACK BY GENDER: SEX RATIO ANALYSIS

Similar to analyses of STEM faculty, we assessed the sex ratio (percent of faculty by gender) of the departments within the College of LSA Divisions of Humanities and Social Sciences and of the eight additional non-STEM schools. The sex ratio categories are female low representation (0-17% female), female minority (18-35% female), sex balanced (36-64% female), male minority (65-82% female), and male low representation (83-100% female). Ideally, successful departments would be sex balanced (that is, 36-64% female). These numbers are based on the overall US population; however, consideration may need to be taken of the specific availability of women in the pipeline for particular fields when assessing the “success” of particular departments.

### College of LSA (Humanities)

The departments in the Division of Humanities demonstrated a pattern of improvement in sex ratio analysis from AY2009 to AY2010. During this time, the number of departments coded as female low representation decreased from 2 to zero, and the number of departments coded as female minority and sex balanced increased by 1 (from 2 to 3 and 7 to 8, respectively). Also, one department was coded as male minority in AY2009 and AY2010.

### College of LSA (Social Sciences)

In AY2009 and AY2010, three departments were coded as sex balanced, 3 were coded as female minority, and 1 as female low representation. The remaining department was coded as male low representation. In addition, two units that were not included in the AY2009 report were coded as sex balanced in AY2010.

### Eight Additional Non-STEM Schools

In AY2010, 4 of the eight non-STEM schools were categorized as sex balanced down from 5 categorized as sex balance in AY2009. The remaining 4 schools were categorized as female minority.

## OVER TIME CHANGE ON THE TENURE TRACK BY RACE/ETHNICITY: RACE/ETHNICITY RATIO ANALYSIS

Again, we conducted a similar set of analyses looking at the racial/ethnic breakdown by department in each of the non-STEM departments for AY2010. We designated 0-9% as underrepresented ethnic/racial group low representation; 10-19% as underrepresented ethnic/racial group minority; and 20% and over as underrepresented minority group full representation.<sup>43</sup>

### College of LSA (Humanities)

In AY2009 and AY2010, a majority of the departments (8) were coded as low representation; although the number of Humanities departments with no underrepresented minorities on the tenure track decreased from 5 in AY2009 to 4 in AY2010. The remaining departments were coded as minority or as having full representation during both years.

### College of LSA (Social Sciences)

From AY2009 to AY2010, two departments shifted categories (in both cases, shifting from a more diverse category to a less diverse category): one from minority to low representation and the other from full representation to minority. With the addition of two units that were coded as having full representation, the coding distribution for AY2010 was: 3 departments coded as low representation, 4 as minority, and 3 as having full representation.

### Eight Additional Non-STEM Schools

In AY2009 and AY2010, 4 of the eight non-STEM schools were categorized as underrepresented ethnic/racial low representation, 2 were coded as underrepresented ethnic/racial minority, and the remaining 2 schools were representative.

## ASSOCIATE PROFESSORS, AVERAGE NUMBER OF YEARS IN RANK

In this section of the report we discuss overall averages by gender and race/ethnicity of time in rank for associate professors, as well as averages for two groups of associate professors based on their method of entry to the associate professor rank: current associate professors who were hired as assistant professors at UM and then promoted to associate professor following a tenure review; and current associate professors who were hired as associate professors (see Charts 2a-b). The sources of the mean differences discussed below are likely varied and complex, including the fact that some men have held the rank of associate professor for at least

<sup>43</sup> For a more detailed account of how we determined “representativeness”, please reference page 15.

twice as long as the most senior woman. The average number of years in rank is also sensitive to the percentage (by gender and race/ethnicity) of new hires, promotions, and terminations.

### College of LSA (Humanities)

In AY2010, the average number of years in rank for all male associate professors (10.2) was greater than the average for all female associate professors (6.3), and comparable to the 9.7 for men and 6.5 for women associate professors in AY2009; see Table 29 and Charts 2a-b. Moreover, the average number of years in rank for male associate professors was consistently greater, regardless of whether the faculty were promoted to the rank of associate professor at UM (9.1 and 6.1; n=42 and 34, respectively) or hired as an associate professor (13.0 and 7.0; n=11 and 13, respectively).

Chart 2a: Average Years in Rank for Associate Professors, by Hire Status and Gender as of AY2010

	Overall Average		Promoted to Assoc		Hired as Assoc	
	F	M	F	M	F	M
LSA - Humanities	6.3	10.2	6.1	9.1	7.0	13.0
LSA - Social Sciences	5.7	4.4	5.0	4.5	7.4	4.3
Six Schools - Non-scientists	6.2	11.4	5.9	13.6	7.8	8.4
Eight Non-STEM Schools	8.1	5.5	8.6	5.3	6.4	6.0

The average number of years in rank was the highest for white faculty (8.7), followed by 5.7 for underrepresented minority and 1.8 for Asian/Asian American faculty (n=85, 12, and 3, respectively), and the averages for faculty promoted to the associate professor rank at UM were similar to these overall averages (7.9, 6.5, and 1.8, respectively). Among faculty hired as associate professors, the average number of years in rank was higher for white faculty (11.2, n=21) and lower for underrepresented minority faculty (3.5, n=3).

Chart 2b: Average Years in Rank for Associate Professors, by Hire Status and Race/Ethnicity as of AY2010

	Overall Average			Promoted to Assoc			Hired as Assoc		
	Asian	URM	White	Asian	URM	White	Asian	URM	White
LSA - Humanities	1.8	5.7	8.7	1.8	6.5	7.9	--	3.5	11.2
LSA - Social Sciences	3.6	4.2	5.8	3.0	4.1	5.6	6.7	4.8	6.6
Six Schools - Non-scientists	2.2	7.7	9.7	3.0	7.7	9.9	0.7	--	9.4
Eight Non-STEM Schools	5.3	6.0	6.6	5.2	5.8	6.9	5.8	6.5	6.1

### College of LSA (Social Sciences)

The average number of years in rank for female associate professors (5.7, n=66) was greater than the average for comparable males (4.4, n=62); see Table 29 and Charts 2a-b. Among faculty promoted to the rank of associate professor at UM, the average number of years in rank for female associate professors was slightly greater than the average for male faculty (5.0 and 4.5; n=48 and 50, respectively); averages for faculty hired as associate professors revealed the same, but more pronounced, pattern (7.4 and 4.3; n=18 and 12, for women and men, respectively).

The average number of years in rank for all faculty at the associate rank was the highest for white faculty (5.8), followed by 4.2 for underrepresented minority and 3.6 for Asian/Asian American faculty (n=75, 35, and 18, respectively). The averages for faculty promoted to the associate professor rank at UM were similar to the overall averages (5.6, 4.1, and 3.0, respectively). Among faculty hired as associate professors, the average number of years in rank for Asian/Asian American and white faculty was comparable (6.7 for Asian/Asian American and 6.6 for white faculty), followed by 4.8 for underrepresented minority faculty.

### Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

The average number of years in rank for all non-scientist female associate professors in the six schools was less than the average for their male colleagues in AY2010 (6.2 and 11.4, respectively); see Chart 2a. The average number of years in rank for male associate professors promoted to associate professor at UM was higher than the average for comparable female associate professors (13.6 and 5.9; n=8 and 13, respectively); the same was true for male associate professors hired as associate professors, when compared to comparable female associate professors (8.4 and 7.8; n=6 and 2, respectively); see Table 29 and Charts 2a-b.

Overall, white faculty had the highest average years in rank (9.7), followed by underrepresented minority faculty (7.7) and Asian/Asian American faculty (2.2). This same pattern held true for associate professors who were promoted to the associate rank at UM: white faculty (9.9, n=15), underrepresented minority faculty (7.7, n=4), and Asian/Asian American faculty (3.0, n=2). For associate professors hired at the associate rank, white faculty

had the highest average years in rank (9.4, n=7), followed by Asian/Asian American faculty (0.7, n=1); there were no non-science underrepresented minority faculty who had been hired into the associate professor rank in the six schools during AY2010.

**Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)**

Within the eight non-STEM schools, the average number of years in rank for female associate professors was greater than the average for their male colleagues in AY2010 (8.1 and 5.5, respectively); see Chart 2a. This was also true for faculty who were promoted to the rank of associate professor at UM (8.6 and 5.3; n=34 and 68, respectively) or hired as an associate professor (6.4 and 6.0; n=12 and 25, respectively). In terms of race/ethnicity, the average number of years in rank was the highest for white faculty (6.6), followed by 6.0 for underrepresented minority and 5.3 for Asian/Asian American faculty. The averages for faculty promoted to the associate professor rank at UM were similar to the overall averages (6.9, 5.8, and 5.2; n=67, 15, and 20, respectively). In contrast, among faculty hired as associate professors, the average number of years in rank was highest for underrepresented minority faculty (6.5, n=6), followed by white faculty (6.1, n=28) and Asian/Asian American faculty (5.8, n=3); see Table 29 and Chart 2a-b.

## VIII. NON-STEM PRIMARY RESEARCH TRACK FACULTY

### OVERVIEW

In this section we discuss non-STEM faculty on the research track at the University; this includes the LSA Divisions of Social Science and Humanities, non-scientists from the six schools with both science and non-science faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health), and the eight additional non-STEM schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work).

While there are actually two (not entirely distinct) research tracks, we do not distinguish between the tracks for this report, particularly since the number of individuals on the primary research track in a non-STEM field is so small. Thus, the ranks we consider are assistant research scientist (including assistant research professor), associate research scientist (including senior associate research scientist and associate research professor), and research scientist (including senior research scientist and research professor).

### College of LSA (Social Sciences)

Rates of Faculty by Rank. In the LSA Social Sciences Division, women comprised 2 of 8 (25%, compared to 43% in AY2009), and men comprised 6 of 8 faculty (75%) on the primary research track in AY2010; 7 of 8 faculty members were at the rank of assistant research scientist (see Table 27), and the remaining white male faculty member was at the highest rank of research scientist. No Asian/Asian American or underrepresented minority faculty held funded appointments on the primary research track in the Social Sciences in AY2009 and AY2010.

New Hires, Promotions, and Retirements/Terminations. Between March 2009 and March 2010, 2 men were hired onto the primary research track in the College of LSA Social Science departments; both were white. During this same time frame, one white female and one white male faculty member retired or were terminated. One white male research track faculty member was promoted during AY2010<sup>44</sup>.

### Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

Rates of Faculty by Rank. Among non-science faculty in the six schools, women comprised 53% (9 of 17) of faculty on the primary research track in AY2010, compared to 50% (6 of 12) in AY2009; see Table 27. In addition, women comprised 58% (7 of 12) of the assistant research scientist rank, 25% (1 of 4) of the associate research scientist rank, and 100% (1 of 1) of the research scientist rank.

In terms of race/ethnicity, 12% (2 of 17) faculty on this track were Asian/Asian American, 6% (n=1) were underrepresented minorities, and 82% (n=14) were white, compared to 17% (2 of 12), 0% (0 of 12), and 83% (10 of 12), respectively, in AY2009. At the rank of assistant research scientist, 8% (n=1) were Asian/Asian American, 8% (n=1) were underrepresented minority faculty, and 84% (n=10) of faculty members were white. Of those faculty at the rank of associate research scientist, 25% (1 of 4) were Asian/Asian American; there were no underrepresented minority faculty at this rank. There were also no faculty of color at the rank of full research scientist.

New Hires, Promotions, and Retirements/Terminations. During this same time period, 50% (n=1) of new non-science faculty in these six schools were female; both new faculty members were white, and both started at the rank of assistant research scientist. In addition, one Asian/Asian American male faculty member was promoted from assistant to associate research scientist in AY2010<sup>45</sup>. There were no retirements or terminations among non-scientists in the six schools during this time period.

### Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)

Rates of Faculty by Rank. In AY2010, women comprised 60% (9 of 15) of the faculty on the research track in the eight additional non-STEM schools, compared to 62% (8 of 13) in AY2009 (see Table 27). Women

<sup>44</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>45</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

comprised 58% (7 of 12) of the assistant research scientist rank and 100% (n=2) of the associate research scientist rank; there were no women faculty at the rank of full research scientist.

In terms of race/ethnicity, 13% (2 of 15) of the faculty on the research track were Asian/Asian American, 7% (1 of 13) were underrepresented minorities, and 80% (12 of 15) were white, compared to 15% (2 of 13), 8% (1 of 13), and 77% (10 of 13), respectively, in AY2009. All Asian/Asian American and underrepresented minority faculty were at the rank of assistant research scientist and comprised 25% (3 of 12) of faculty at this rank.

New Hires, Promotions, and Retirements/Terminations. Between March 2009 and March 2010, 33% (n=1) of new hires to the research track in the eight non-STEM schools were women and 67% (n=2) were men. Thirty-three percent (n=1) of the new hires were underrepresented minority faculty, and 67% (n=2) were white faculty. In addition, these eight schools lost one underrepresented minority male faculty member to retirement or termination. No faculty were promoted on the research track in the eight non-STEM schools during AY2010<sup>46</sup>.

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<sup>46</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

## IX. NON-STEM CLINICAL TRACK FACULTY

### OVERVIEW

Here we report on the Colleges and Schools that have faculty on the clinical track; this includes non-science faculty from the six schools with both science and non-science faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health) and only six of the eight additional non-STEM schools (Architecture and Urban Planning; Business; Education; Law; Music; and Social Work).

### **Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

Rates of Faculty by Rank. In AY2010, 50% (2 of 4) clinical track, non-science faculty in the six schools were female, compared to 33% (1 of 3) in AY2009; see Table 28.

In addition, 25% (1 of 4) were underrepresented minority faculty; no faculty were underrepresented minority faculty in AY2009. As in AY2009, none of the faculty members on this track were Asian/Asian American. The two white men on this track were at the rank of assistant clinical professor, one white woman was at the rank of associate clinical professor, and one underrepresented minority woman was at the rank of clinical professor.

New Hires, Promotions, and Retirements/Terminations. During this same time period, the six schools hired one non-scientist, underrepresented minority female faculty member at the rank of clinical professor. There were no promotions<sup>47</sup> or terminations or retirements among clinical track non-scientists in the six schools during AY2010.

### **Eight Additional Non-STEM Schools (Architecture and Urban Planning, Business, Education, Law, Music, and Social Work)**

Rates of Faculty by Rank. In AY2010, 47% (28 of 60) of clinical track faculty were female in the eight non-STEM schools, compared to 46% (26 of 57) in AY2009 (see Table 28). Looking at all eight non-STEM schools by rank, women constituted the highest proportion of faculty at the rank of clinical associate professor; 71% (10 of 14) of faculty at this rank were women. By contrast, 56% (15 of 27) of clinical assistant professors and only 16% (3 of 19) of clinical professors were women.

In terms of race/ethnicity, 2% (1 of 60) of clinical faculty members were Asian/Asian American, 10% (6 of 60) were underrepresented minorities, and the remaining 88% (53 of 60) were white, compared to 2% (1 of 57), 9% (5 of 57), and 89% (51 of 57) in AY2009. The one Asian/Asian American faculty member on the clinical track was at the rank of clinical assistant professor. No Asian/Asian American faculty were at the rank of clinical associate professor or of clinical professor. Underrepresented minority faculty constituted 4% (1 of 27) of clinical assistant professors, 29% (4 of 14) of clinical associate professors, and 5% (1 of 9) of clinical professors.

New Hires, Promotions, and Retirements/Terminations. During the time period between March 2009 and March 2010, 40% (n=2) of new clinical track faculty members were female, and 60% (n=3) were male. Eighty percent (n=4) of these new faculty members were white, and 20% (n=1) were underrepresented minority faculty. One female and one male entered at the rank of clinical assistant professor, 1 female and 1 male entered at the rank of clinical associate professor, and 1 male entered at the rank of clinical professor. In addition, one white male faculty member was promoted from clinical associate professor to clinical professor<sup>48</sup>. There were no retirements or terminations on the clinical track within the eight schools during AY2010.

<sup>47</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

<sup>48</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

## X. NON-STEM FACULTY – ADDITIONAL APPOINTMENTS AND HONORS

### OVERVIEW

In this section we discuss additional appointments of interest held by non-STEM instructional (tenure) track faculty members. These appointments fall under two broad categories: named professorships and administrative service in leadership positions. Under named professorships, we considered the following four categories of honor: Distinguished University Professor (to recognize exceptional scholarly achievement, national and international reputation, and superior teaching skills; a lifetime award), Collegiate Professor (for outstanding scholarship, teaching, and service), Endowed Chair, and Thurnau Professor (for excellence in teaching); see Tables 30-33. Since these appointments are generally limited to full professors, we only considered faculty at this rank.

For administrative service, we considered membership on tenure/promotion committees at the department and college levels (see Tables 34-37), administrative appointments at the department, college, and university levels (see Tables 38-41), and executive committees at the department and college levels (see Tables 42-45). These appointments are largely held by professors, but also by associate professors, so we considered both associate professors and professors who held these positions. Thus, in order to maintain consistency across departments, these figures exclude any assistant professors or non-tenure track faculty who may have held an administrative appointment or who may have served on tenure/promotion or executive committees.

For each type of appointment we assessed the change (or the lack thereof) in the number of women and faculty of color holding these positions from AY2009 to AY2010, and whether or not the rate of appointment for women and faculty of color was equal to that for male faculty or white faculty in AY2010.

### NAMED PROFESSORSHIPS

#### College of LSA (Humanities)

The LSA Humanities departments reported the following changes in named professorships from AY2009 to AY2010: a net increase of 3 females and 10 males; and a net increase of 1 underrepresented minority faculty member and 14 white faculty members. Female faculty in the Humanities held named professorships at a lower rate than men during both AY2009 and AY2010 (41% of women professors and 51% of male professors in AY2010); see Table 30. Overall, if women held named professorships at the same rate as their male colleagues, we would expect 3 more women (up to 17) to have held such professorships. In addition, 55% of underrepresented minority faculty held named professorships in AY2010, followed by 51% of white faculty. In contrast, 13% of Asian/Asian American faculty held such appointments (which would need to increase from 1 to 4, if Asian/Asian American faculty held named professorships at the same rate as their white colleagues).

#### College of LSA (Social Sciences)

From AY2009 to AY2010, the number of male faculty with named professorships decreased by 8, and the number of women remained the same, at 17; in addition, the number of Asian/Asian American faculty with named professorships decreased by 1 and the number of white faculty decreased by 7 during the same time period. Similar to AY2009, female faculty in the Social Sciences held named professorships at a lower rate than men (25% versus 30%, respectively); see Table 31. Overall, if women held named professorships at the same rate as their male colleagues, we would expect 4 more women (up to 21) to have held such professorships. Thirty-three percent of Asian/Asian American faculty held named professorships, followed by 31% of white faculty and 9% of underrepresented minority faculty; the latter would increase from 2 to 7, if underrepresented minority faculty held named professorships at the same rate as their white colleagues. No female faculty of color held named professorships in AY2010.

#### Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)

Overall, female non-science faculty in the six schools held named professorships at a lower rate than men (19% versus 26%, respectively); see Table 32. The opposite was true in AY2009: then, female non-science faculty in the six schools held named professorships at a higher rate than their male colleagues (17% and 9%, respectively). If women held named professorships at the same rate as men, we would expect one additional woman to have held a professorship (bringing the total to 4) in AY2010. Twenty-seven percent of white faculty held named professorships in AY2010, up from 13% in AY2009. As in AY2009, no Asian/Asian American or underrepresented minority faculty held such named professorships. If Asian/Asian American and



underrepresented minority faculty held named professorships at the same rate as white faculty, we would expect 1 Asian/Asian American and 1 underrepresented minority to have held such a position.

### **Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)**

Overall, male professors held named professorships at a higher rate than women in AY2009 (55% and 42%, respectively) as well as in AY2010 (50% and 42%, respectively); see Table 33. If women held named professorships at the same rate as men, we would expect 6 additional women to have held a named professorship in AY2010 (bringing the total to 41). In addition, 50% of Asian/Asian American, 49% of white, and 29% of underrepresented minority professors held a named professorship in AY2010, compared to 56%, 53%, 28%, respectively, in AY2009. If underrepresented minority faculty held named professorships at the same rate as white faculty, we would expect 5 additional underrepresented minority faculty to have a named professorship (bringing the total to 12).

## **FACULTY LEADERSHIP: TENURE/PROMOTION COMMITTEES**

### **College of LSA (Humanities)**

In contrast to the previous academic year, in AY2010 women served on department- and college- level tenure/promotion committees at a slightly higher rate than men (25% versus 19%, respectively, compared to 27% and 29% in AY2009); see Table 34. The number of women serving on tenure/promotion committees at either level remained stable from AY2009 to AY2010 (at 20); however, the number of male associate and full professors serving on tenure/promotion committees decreased from 35 to 23 during the same period. In addition, 3 fewer Asian/Asian American faculty and 10 fewer white faculty served in AY2010, compared to AY2009; the number of underrepresented minority faculty increased by 1 during the same period. Asian/Asian American, underrepresented minority, and white faculty served on these tenure/promotion committees at comparable rates in AY2010 (18%, 23%, and 22%, respectively). No female faculty of color from the Division of Humanities served on the college-level tenure/promotion committee in AY2010.

### **College of LSA (Social Sciences)**

In AY2010, women served on tenure/promotion committees (department and college levels combined) at a slightly higher rate than comparable males (26% and 24%, respectively); women also served at a slightly higher rate than men in AY2009; see Table 35. Comparing AY2009 to AY2010, the number of women serving on a tenure/promotion committee increased by 7 and the number of men increased by 26; similarly, the number of Asian/Asian American faculty on these committees increased by 4, and the number of white faculty increased by 29; the number of underrepresented minority faculty remained constant at 5. Twenty-nine percent of Asian/Asian American faculty served on tenure/promotion committees, followed by 27% of white faculty and 11% of underrepresented minority faculty. If underrepresented minority faculty served at the same rate as white faculty, we would expect 7 more underrepresented minority faculty (up to 12) to have served during AY2010. No faculty of color served on the college level tenure/promotion committee in AY2010.

### **Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

In both AY2009 and AY2010, female non-science faculty members in the six schools served on tenure/promotion committees at a slightly lower rate than their male colleagues (32% and 34%, respectively, in AY2009; 29% and 35%, respectively, in AY2010); see Table 36. If women had served on tenure/promotion committees at the same rate as men, we would expect one additional woman to have served on such a committee (bringing the total to 10) in AY2010. Fifty percent of Asian/Asian American faculty members served on tenure/promotion committees, followed by 33% of white faculty and 14% of underrepresented minority faculty, compared with 60%, 31%, and 38%, respectively, in AY2009. If underrepresented minority faculty had served on tenure/promotion committees at the same rate as white faculty, we would expect one additional underrepresented minority to have served on such a committee in AY2010 (bringing the total to 2).

### **Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)**

In the eight non-STEM schools, male faculty members served on tenure/promotion committees, at both the department and college levels, at a slightly higher rate than their female counterparts in both AY2009 and AY2010 (37% and 29%, respectively, in AY2009; 21% and 18%, respectively, in AY2010); see Table 37. If women served on these committees at the same rate as men, we would expect 4 more women to have served on tenure/promotion committees in AY2010 (bringing the total to 27). Twenty-seven percent of Asian/Asian

American faculty served on tenure/promotion committees, followed by 20% of white faculty, and 11% of underrepresented minority faculty in AY2010, compared to 53%, 33%, and 26%, respectively, in AY2009. If underrepresented minority faculty served on tenure/promotion committees at the same rate as white faculty, we would expect 4 more to have served on these committees in AY2010 (bringing the total to 9).

## **FACULTY LEADERSHIP: ADMINISTRATIVE POSITIONS**

### **College of LSA (Humanities)**

From AY2009 to AY2010, the number of female senior faculty who held administrative positions (at all levels) increased by 1, and the number of male senior faculty increased by 2. During both AY2009 and AY2010, female senior faculty held administrative positions, at all levels (department, college, and university level administrative positions), at a comparable rate to men (24% and 24%, respectively); see Table 38. During the same period, the number of underrepresented minority senior faculty who held administrative positions increased by 4, and the number of white faculty decreased by 1. In regard to race/ethnicity, 27% of Asian/Asian American associate and full professors held administrative positions, followed by 23% of underrepresented minority faculty and 24% of white faculty; no female faculty of color in the humanities held an administrative position in AY2010.

### **College of LSA (Social Sciences)**

From AY2009 to AY2010, the number of female senior faculty with administrative positions decreased by 6 and the number of men decreased by 3. In AY2010, female senior faculty held department, college, and university level administrative positions at a lower rate than their male colleagues (21% and 24%, respectively); see Table 39. If women held these administrative positions at the same rate as their male colleagues, we would expect 3 more senior women to have held administrative positions in AY2010. Comparing AY2010 to AY2009, the number of Asian/Asian American faculty with administrative positions increased by 4, underrepresented minority faculty increased by 3, and white faculty decreased by 16. In regard to race/ethnicity, Asian/Asian American, underrepresented minority, and white faculty held administrative positions at comparable rates in AY2010 (25%, 24%, and 23%, respectively).

### **Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

Among non-science faculty in the six schools, female senior faculty held department, college, and university level administrative positions at a lower rate than their male colleagues in both AY2009 and AY2010 (9% and 15%, respectively, in AY2009; 10% and 21%, respectively, in AY2010); see Table 40. If women had held administrative positions at the same rate as men, we would expect three additional women to have held such a position (bringing the total to 6). With regard to race/ethnicity, 33% of Asian/Asian American faculty and 17% of white faculty held administrative positions (up from 0% and 15%, respectively); no underrepresented minority faculty did so in either AY2009 or AY2010. If underrepresented minority faculty held administrative positions at the same rate as their white colleagues, we would expect one underrepresented minority faculty to have held an administrative position.

### **Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)**

In the eight non-STEM schools, female faculty held administrative positions, including department, college and University levels, at a higher rate than their male counterparts in both AY2009 and AY2010 (27% and 19%, respectively in AY2009; 23% versus 17%, respectively, in AY2010); see Table 41. If men held administrative positions at the same rate as women, we would expect 14 additional male faculty to have held such appointments in AY2010 (bringing the total to 60). In addition, 20% of underrepresented minority, 19% of white, and 17% of Asian/Asian American senior faculty held administrative positions, compared to 29%, 21%, and 16%, respectively, in AY2009. If Asian/Asian American faculty held administrative positions at the same rate as their white colleagues, we would expect one additional Asian/Asian American faculty to have held such appointments (bringing the total to 8).

**FACULTY LEADERSHIP: EXECUTIVE COMMITTEES<sup>49</sup>****College of LSA (Humanities)**

The LSA Humanities departments reported the following changes in executive committee membership from AY2009 to AY2010: a net increase of 6 females and 1 male; and a net increase of 4 underrepresented minority faculty member and 3 white faculty members. Women associate and full professors served on department- and college-level executive committees at a lower rate than male associate and full professors in AY2009 (26% and 38%, respectively) and AY2010 (31% and 39%, respectively); see Table 42. If women served on executive committees at the same rate as men, we would expect 6 additional female associate or full professors on these committees in Humanities departments in AY2010. In addition, 38% of white faculty served on an executive committee, followed by 27% of Asian/Asian American faculty and 27% of underrepresented minority faculty. If Asian/Asian American and underrepresented minority faculty served on executive committees at the same rate as white faculty, we would expect 1 more Asian/Asian American and 2 more underrepresented minority faculty members on these committees, up from 3 and 6, respectively.

**College of LSA (Social Sciences)**

The LSA Social Science departments reported the following changes in executive committee membership from AY2009 to AY2010: a net increase of 4 females and 3 males; and a net increase of 5 Asian/Asian American faculty members, 3 underrepresented minority faculty members, and a net decrease of 1 white faculty member. Women associate and full professors served on executive committees at a higher rate than male associate and full professors in both AY2009 and AY2010 (29% and 16%, respectively, in AY2010); see Table 43. In addition, 29% of Asian/Asian American, 24% of underrepresented minority, and 20% of white faculty served on executive committees during the same period. No faculty of color from the social sciences served on the college level executive committee in AY2010.

**Non-science Faculty from the Six Schools with both Science and Non-science Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

Among non-science faculty in the six schools, women associate and full professors served on executive committees at a lower rate than their male counterparts in both AY2009 and AY2010 (6% and 15%, respectively in AY2009; 10% and 15%, respectively, in AY2010); see Table 44. If women had served on executive committees at the same rate as men, we would expect 2 more women to have served on these committees (bringing the total to 5). In regard to race/ethnicity, 17% of Asian/Asian American faculty and 14% of white faculty served on executive committees in AY2010, up from 0% and 12%, respectively, in AY2009. Though 13% of underrepresented minority faculty served on executive committees in AY2009, no underrepresented minority did so in AY2010. If underrepresented minority faculty had served on executive committees at the same rate as white faculty, we would expect one underrepresented minority faculty to have served on an executive committee.

**Eight Additional Non-STEM Schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)**

Within the eight non-STEM schools, female faculty served on college-level executive committees at a higher rate than their male counterparts in both AY2009 and AY2010 (18% and 12%, respectively, in AY2009; 16% and 11%, respectively, in AY2010); see Table 45. It is important to note here that the Law School did not have any executive committee, and, in addition, only the School of Education had department-level executive committees. In terms of race/ethnicity, underrepresented minority faculty served on college-level executive committees at a rate of 16%, followed by 13% of white faculty and 7% of Asian/Asian American faculty, compared to 18%, 14%, and 5%, respectively, in AY2009. If Asian/Asian American faculty served on executive committees at the same rate as white faculty, we would expect 2 additional Asian/Asian American faculty members to have served on an executive committee in AY2010, bringing the total to 5.

<sup>49</sup> In order to maintain consistency across departments, the following figures exclude any assistant professors and non-tenure track faculty who may have served on an executive committee (college or department level).

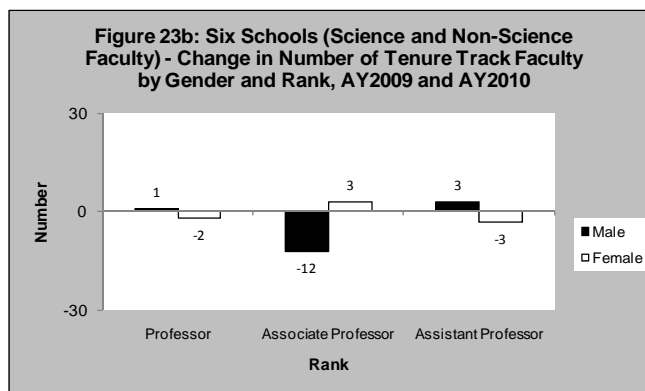
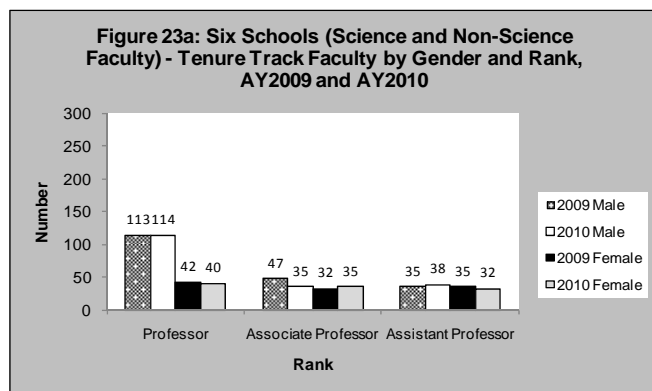
## XI. SIX SCHOOLS WITH BOTH SCIENCE AND NON-SCIENCE FACULTY

### OVERVIEW

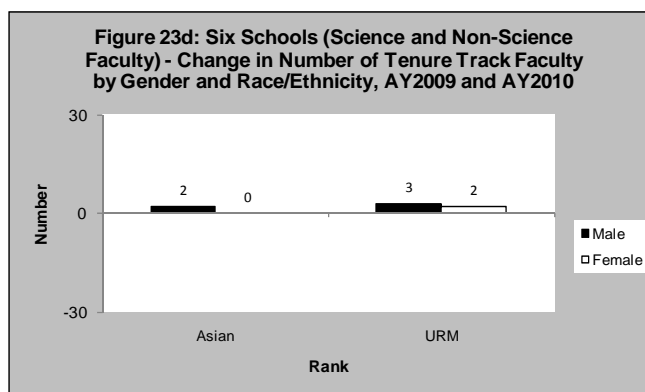
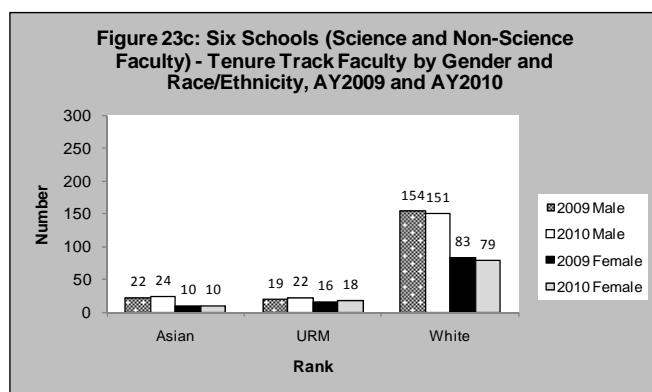
In this section we discuss *all* faculty from the six schools with both science and non-science faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health). Data separated by science and non-science faculty can be found in Tables 2-4 and 26-28, respectively. Because AY2001 comparison data were not available, these units are compared to AY2009 data instead.

### INSTRUCTIONAL (TENURE) TRACK

**Rates of Faculty by Rank.** The overall composition of faculty (both scientists and non-scientists) across these six schools remained stable from AY2009 to AY2010: in AY2009, these schools were 36% (n=109) female and 64% (n=195) male, and in AY2010, they were 35% (n=107) female and 65% male (n=197) (see Table 46 and Figures 23a-b). Looking at all six schools by rank, the proportion of women decreased as we ascend the academic ladder: 46% (32 of 70) of assistant professors, 44% (35 of 80) of associate professors, and 26% (40 of 154) of professors were women.



In AY2010, the overall composition of faculty across the six schools by race/ethnicity was 11% Asian/Asian American (n=34), 13% underrepresented minority (n=40), and 76% white (n=230) faculty, compared to 11% (n=32), 12% (n=35), and 77% (n=237) in AY2009; see Figures 23c-d. Similar to other units, in AY2010, Asian/Asian American faculty comprised the greatest proportion of faculty at the assistant professor level (20%; 14 of 70); they also comprised 11% (9 of 80) of associate professors and 7% (11 of 154) of professors. Across these six schools, underrepresented minority faculty comprised 23% (n=16) of assistant professors, 18% (n=14) of associate professors, and 6% (n=10) of professors.



The proportions of male faculty who were Asian/Asian American or underrepresented minority were comparable (12% and 11%, respectively); by contrast, a larger proportion of female faculty were underrepresented minority faculty compared with Asian/Asian American faculty (17% and 9%, respectively). The proportion of male Asian/Asian American faculty as well as female and male underrepresented minority faculty decreased by rank (from assistant to professor). In contrast, the proportion of female faculty who were Asian/Asian Americans in AY2010 was 9% at the assistant professor rank, increased slightly to 14% at the associate professor rank, and dropped to 5% at the highest rank of full professor.

**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, 33% (n=5) of new faculty on the regular instructional track were women and 67% (n=10) were men across the six schools. The new faculty included 4 male and 3 female white faculty, 2 female and 3 male underrepresented minority faculty, and 3 male Asian/Asian American faculty. These six schools lost 7 women (1 underrepresented minority and 6 white faculty) and 10 men (1 Asian/Asian American and 9 white faculty) during this period to retirement or other terminations. Eleven faculty were promoted during AY2010<sup>50</sup>: 3 females (1 Asian/Asian American and 2 white faculty) and 2 white males were promoted from assistant professor to associate professor, and 6 white males were promoted from associate professor to professor.

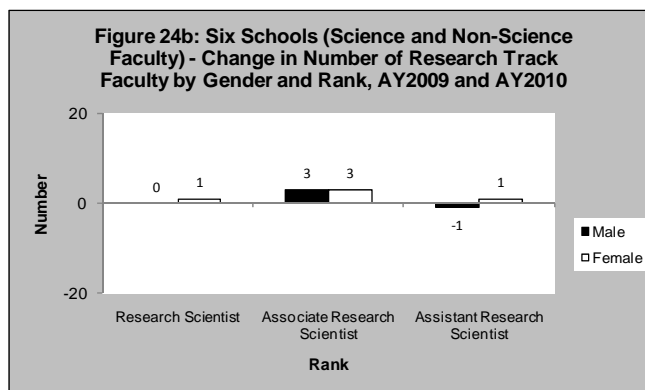
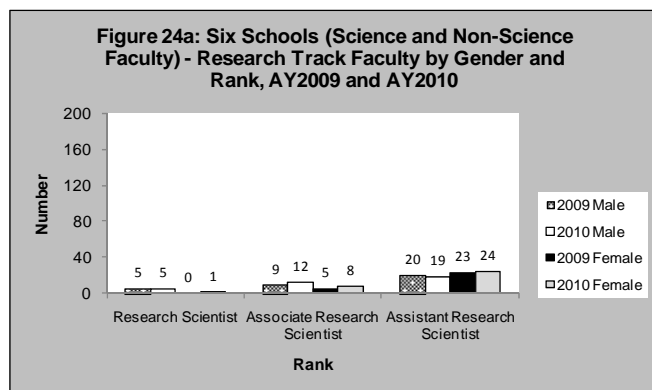
In comparing the science and non-science tenure track faculty within these six schools, the data suggest that the schools have been far less successful in recruiting and retaining female faculty among their science than non-science faculty ranks.

### Associate Professors, Average Number of Years in Rank

Similar to science faculty, the average number of years in rank for all female associate professors in the six schools was less than the average for their male colleagues in AY2001 (9.1 and 11.3, respectively) and AY2010 (6.9 and 9.0, respectively). From AY2001 to AY2010, the average number of years in rank for male associate professors fell from 11.3 to 9.0, and the average for female associate professors fell from 9.1 to 6.9. The average number of years in rank for male associate professors promoted to associate professor at UM was higher than the average for comparable female associate professors (9.9 and 7.4; n=32 and 28, respectively); the same was true for male associate professors hired as associate professors, when compared to comparable female associate professors (6.8 and 4.9; n=13 and 7, respectively); see Table 49. Overall, white faculty had the highest average years in rank (9.4), followed by underrepresented minority faculty (6.6) and Asian/Asian American faculty (2.2). This same pattern held true for associate professors who were promoted to the associate rank at UM: white faculty (9.6, n=44), underrepresented minority faculty (8.5, n=10), and Asian/Asian American faculty (2.7, n=6). For associate professors hired at the associate rank, the average for white faculty was highest (8.6, n=13), followed by underrepresented minority faculty (1.8, n=4), and Asian/Asian American faculty (1.3, n=3).

### PRIMARY RESEARCH TRACK

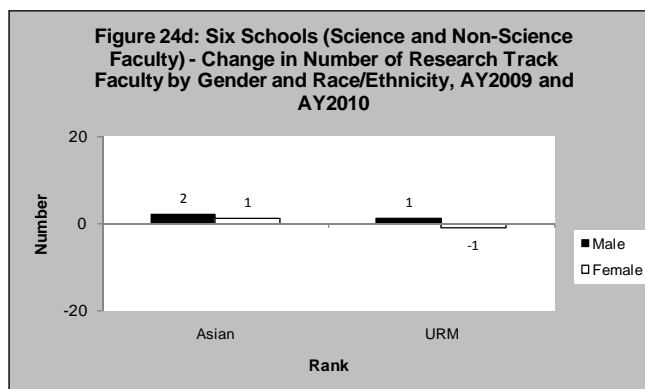
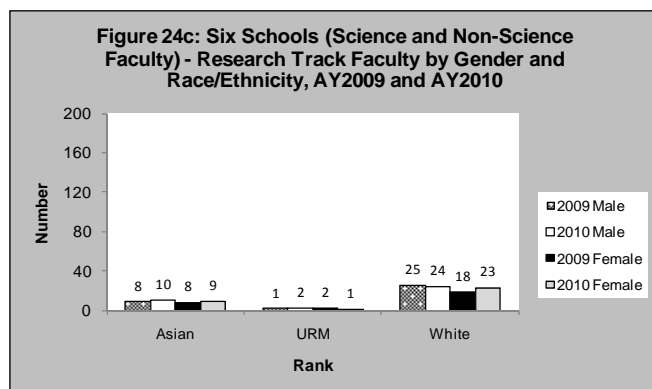
**Rates of Faculty by Rank.** Women comprised 48% (n=33) of all faculty (scientists and non-scientists) in the six schools in AY2010, up from 45% (n=28) in AY2009; men comprised 52% (n=36) of all faculty on the research track in AY2010, down from 55% (n=34) (see Table 47 and Figures 24a-b). A majority of the women were at the assistant research scientist level (n=24, comprising 56% of faculty at this rank); women comprised 40% (8 of 20) of faculty at the rank of associate research scientist and 17% (1 of 6) of faculty at the rank of research scientist.



In AY2010, 28% (n=19) of faculty on the research track were Asian/Asian American, 4% (n=3) were underrepresented minorities, and 68% (n=47) were white, compared to 26% (n=16), 5% (n=3), and 69% (n=43), respectively, in AY2009 (see Figures 24c-d). With the exception of four associate research scientists (2 females and 2 males), all Asian/Asian American faculty were at the rank of assistant research scientist, comprising 35% of faculty at this rank. All three underrepresented minorities were at the rank of assistant research scientist,

<sup>50</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

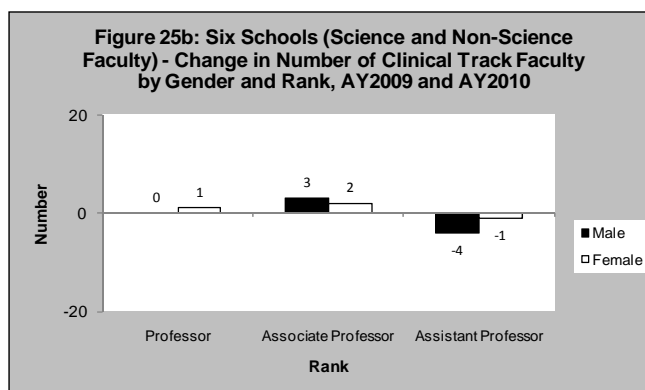
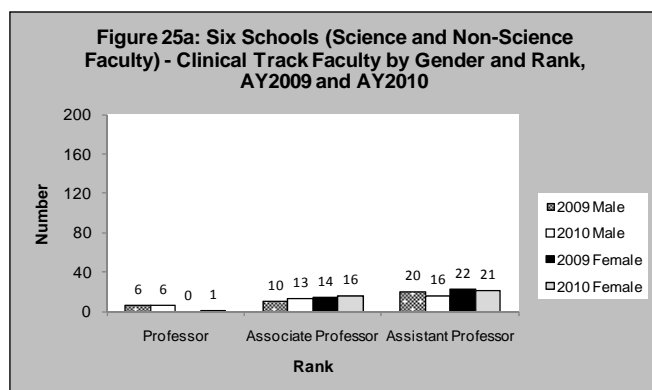
comprising 7% of faculty at this rank. No Asian/Asian American or underrepresented minority faculty members held the rank of research scientist in AY2010.



**New Hires, Promotions, and Retirements/Terminations.** During the period between March 2009 and March 2010, women comprised 50% (n=5) and men comprised 50% (n=5) of new faculty on the primary research track in AY2010, of whom 30% (n=3) were Asian/Asian American, 10% (n=1) were underrepresented minority, and 60% (n=6) were white faculty. All new hires in AY2010 were at the lowest rank of assistant research scientist. A total of 2 women (1 Asian/Asian American and 1 white faculty) and 3 white men retired or were otherwise terminated during AY2010. In addition, 4 white females and 3 males (1 Asian/American and 2 white faculty) were promoted in AY2010<sup>51</sup>.

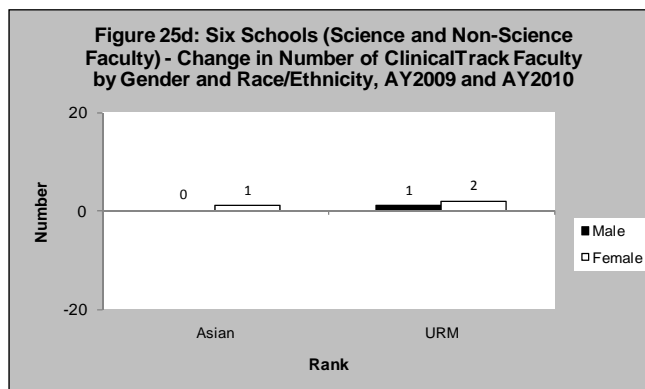
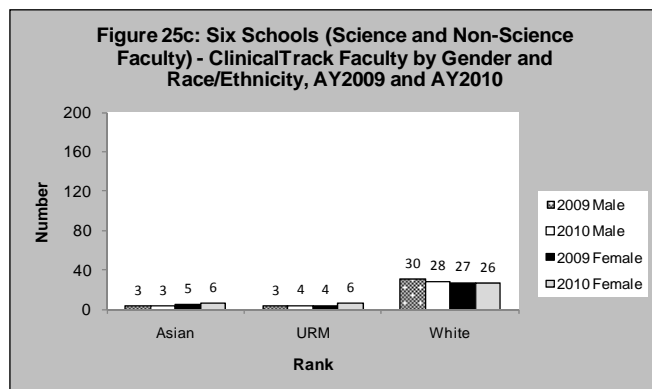
## CLINICAL TRACK

**Rates of Faculty by Rank.** In AY2010, there were 38 female clinical track faculty (scientists and non-scientists), representing 52% of the clinical track faculty in the six schools, up from 50% (n=36) in AY2009; see Table 48 and Figures 25a-b. The proportion of women decreased as we ascend the academic ladder: women comprised 57% (21 of 37) of clinical assistant professors, 55% (16 of 29) of clinical associate professors, and 14% (1 of 7) of clinical professors.



Overall, Asian/Asian American faculty comprised 12% (n=9) of clinical track faculty, underrepresented minority faculty comprised 14% (n=10), and white faculty comprised 74% (n=54) in AY2010, compared to 11% (n=8), 10% (n=7), and 79% (n=57), respectively, in AY2009; see Figures 25c-d. Asian/Asian American faculty comprised 5% (2 of 37) of clinical assistant professors and 24% (7 of 29) of clinical associate professors; no Asian/Asian American faculty held the rank of clinical professor. Underrepresented minority faculty comprised 16% (n=6) of clinical assistant professors 10% (n=3) of clinical associate professors, and 14% (n=1) of clinical professors.

<sup>51</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).



**New Hires, Promotions, and Retirements/Terminations.** Between March 2009 and March 2010, there were 4 new clinical track faculty in the six schools, of whom 75% (n=3) were women. This new faculty cohort included 2 female (1 underrepresented minority and 1 white faculty member) and 1 underrepresented minority male faculty member at the rank of clinical assistant professor and 1 underrepresented minority female faculty member at the rank of clinical professor. A total of 1 white woman and 1 white man retired or were terminated from the University during AY2010. In addition, 2 Asian/Asian American women and 3 white men were promoted from assistant to associate professor during AY2010<sup>52</sup>.

## ADDITIONAL APPOINTMENTS AND HONORS

### Named Professorships

Overall, male professors held named professorships at slightly higher rates than women in both AY2009 (15% and 12%, respectively) and in AY2010 (26% and 23%, respectively); see Table 50. If women held named professorships at the same rate as men, we would expect one more woman to have held a named professorship in AY2010 (bringing the total to 10). In addition, 45% of Asian/Asian American professors, 14% of white professors, and 10% of underrepresented minority professors held such positions in AY2010, compared to 36%, 14%, and 0%, respectively, in AY2009. If underrepresented minority faculty held named professorships at the same rate as white faculty, we might expect one additional underrepresented minority faculty to have held a named professorship (bringing the total to 2).

### Faculty Leadership: Tenure/Promotion Committees

In the six schools, senior female faculty served on tenure/promotion committees at a slightly higher rate than male faculty in both AY2009 (24% and 21%, respectively) and in AY2010 (31% and 24%, respectively); see Table 51. More than one-quarter of white faculty (28%) served on tenure/promotion committees, followed by 20% of Asian/Asian American senior faculty and 13% of underrepresented minority senior faculty, compared to 22%, 16%, and 24%, respectively, in AY2009. If Asian/Asian American and underrepresented minority faculty served on these committees at the same rate as white faculty, we would expect a total of 5 Asian/Asian American and 7 underrepresented minority faculty (an increase of 1 and 4, respectively) to have served in AY2010.

### Faculty Leadership: Administrative Positions

In AY2010, 15% of female associate professors and professors held administrative positions, down from 18% in AY2009; in contrast, 22% of their male colleagues held administrative positions in AY2010, up from 19% in AY2009 (see Table 52). If women held administrative positions at the same rate as men, we would expect six additional women to have held such an appointment (regardless of level) in AY2010, bringing the total to 17. Overall, 21% of white faculty, 20% of Asian/Asian American faculty, and 13% of underrepresented minority faculty held administrative positions (regardless of level) in AY2010, compared to 21%, 11%, and 10%, respectively, in AY2009. If underrepresented minority faculty held administrative positions at the same rate as white faculty, we would expect 5 underrepresented minority faculty (up from 3) to have held an administrative position.

<sup>52</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2010 (and thus were reviewed in the previous academic year, AY2009).

**Faculty Leadership: Executive Committees**

Across these six schools, men served on executive committees at a higher rate than their female colleagues in both AY2009 (18% and 9%, respectively) and in AY2010 (18% and 13%, respectively); see Table 53. If women served at the same rate as men, we would expect an additional 4 female senior faculty to have served on executive committees (regardless of level) in AY2010. Almost one-fifth of white faculty (18%) in the six schools served on an executive committee, followed by 13% of underrepresented minority senior faculty and 5% of Asian/Asian American senior faculty, compared to 15%, 19%, and 11%, respectively, in AY2009. If Asian/Asian American and underrepresented minority faculty served at the same rate as white faculty, we would expect 3 more Asian/Asian American faculty and one additional underrepresented minority faculty (bringing the totals for both groups to 4) to have served on an executive committee in AY2010.



**XII. APPENDIX A****List of Degrees of Faculty Included/Excluded as Scientists for the Six Schools with both Science and Non-Science Faculty**

The following tables list all fields of degrees of instructional (tenure), research and clinical track faculty with budgeted appointments in these schools. Faculty holding degrees listed in the "Include" column were deemed scientists; those holding degrees in the "Exclude" column were deemed non-scientists for our purposes. Those holding degrees in the "Individualized" column were looked at on an individual level in that their current field of research, as reflected by recent publications and website descriptions, determined their status as scientists or nonscientists.

**School of Dentistry:**

Include	Exclude	Individualized
Anatomy Biochemistry Bioengineering & Biomedical Engineering Biology/Biological Sciences Biometrics and Biostatistics Cell Biology Chemistry Chemical Engineering Dental Hygiene Dental Specialties Dentistry DDS or DMD Degree Genetics Materials Engineering Medicine MD Degree Metallurgical Engineering Microbiology Molecular Biology Neurosciences Pathology Physical Sciences Physiology	Anthropology Business Administration Education Medical Record Librarianship Psychology Social Work and Helping Service	Health Serv & Paramedical Tech Philosophy Public Health

**School of Information:**

Include	Exclude	Individualized
Computer & Information Science Computer and Data Processing Elect & Communication Eng Physics	Business Administration & Law Business Management Communication Economics History Library Science Philosophy Political Science & Government Psychology Public Administration and Mgmt Social Sciences	Information Sciences & Systems

**Division of Kinesiology:**

Include	Exclude	Individualized
Bioengineering & Biomedical Engineering Biomechanics and Anatomy Medicine MD Degree Molecular Physics Neurosciences Physiology Stats, Math, & Theory Zoology	Business Administration Economics Education Experimental Psychology Marketing & Purchasing Public Administration and Mgmt Social Sciences	Athletic Training Exercise Science Health Professions Kinesiology Physical Education

**School of Natural Resources:**

Include	Exclude	Individualized
Agriculture and Natural Resources Biology Biometrics and Biostatistics Chemical Engineering Ecology Environ & Sanitary Engineering Environmental Science Forestry Marine Biology Natural Resources Oceanography Plant Physiology Zoology	Agricultural Economics Anthropology Business Management City, Community, & Regional Planning Economics Educational Psychology Fine Arts Fish, Game, & Wildlife Management Geography International Business Landscape Architecture Law Political Science & Government Public Administration & Management Sociology	

**College of Pharmacy:**

Include	Exclude	Individualized
Biochemistry Biophysics Cell Biology Chemistry Medicinal Chemistry Medicine MD Degree Molecular Physics Organic Chemistry Pharmaceutical Chemistry Pharmaceutics Pharmacology Pharmacy Physical Chemistry Physical Therapy	Education Social Psychology	Health Services & Paramedical Tech Health Behavior/Health Education Pharmaceutical Health Services Research Pharmacy Administration

**School of Public Health:**

Include	Exclude	Individualized
Analytical Chemistry Atmospheric Science & Meteorology Biochemistry Biology/Biological Sciences Biometrics & Biostatistics Cell Biology Chemistry Civil & Construction Engineering Computer and Information Science Dentistry DDS or DMD Degree Ecology Environment Science Foods, Nutrition & Dietetics Genetics Geochemistry Information Sciences and Systems Mathematics Medical Specialties Medicine MD Degree Microbiology Molecular Biology Nutrition Occupational Health Physics Physiology Stats, Math, & Theory Toxicology	Adult and Continuing Education Anthropology Business Administration Clinical Psychology Developmental Psychology Economics Educational Psychology Geography Health Education Hospital & Health Care Admin Law Political Science & Government Psychology Social Psychology Sociology Urban Studies	Environmental Health Health Professions Mathematics Education Public Health

Table 1: Faculty at the University of Michigan: 2009-2010

	Instructional Track		Research Track		Clinical Track	
	n	%	n	%	n	%
<b>ALL RANKS</b>						
Female	858	30%	112	33%	382	49%
Male	1986	70%	231	67%	398	51%
Asian/Asian American	396	14%	99	29%	130	17%
Underrepresented Minorities	250	9%	12	3%	54	7%
White	2198	77%	232	68%	596	76%
<b>ASSISTANT</b>						
Female	263	40%	86	37%	273	53%
Male	398	60%	146	63%	242	47%
Asian/Asian American	150	23%	86	37%	97	19%
Underrepresented Minorities	67	10%	8	3%	37	7%
White	444	67%	138	59%	381	74%
<b>ASSOCIATE</b>						
Female	263	37%	18	28%	86	49%
Male	451	63%	47	72%	88	51%
Asian/Asian American	114	16%	12	18%	29	17%
Underrepresented Minorities	83	12%	1	2%	15	9%
White	517	72%	52	80%	130	75%
<b>PROFESSOR</b>						
Female	332	23%	8	17%	23	25%
Male	1137	77%	38	83%	68	75%
Asian/Asian American	132	9%	1	2%	4	4%
Underrepresented Minorities	100	7%	3	7%	2	2%
White	1237	84%	42	91%	85	93%

Note: Faculty with joint appointments are only counted once, and faculty with dry faculty appointments and funded administrative appointments are included in their primary academic unit.

Table 2: STEM – Tenure Track Faculty by Gender and Race/Ethnicity, 2009-2010

Assistant Professors, Associate Professors, and Full Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	358	15%	22%	4%	55	20%	7%	303	22%	4%
College of LSA (Natural Sciences)	284	20%	14%	7%	57	16%	5%	227	13%	7%
Medical School (Basic Sciences)	115	29%	18%	3%	33	18%	3%	82	18%	2%
Medical School (Clinical)	715	24%	17%	5%	171	17%	9%	544	16%	4%
Six Additional Schools	200	32%	14%	13%	63	11%	17%	137	15%	11%

Assistant Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	71	27%	28%	4%	19	21%	16%	52	31%	0%
College of LSA (Natural Sciences)	64	31%	13%	9%	20	15%	0%	44	11%	14%
Medical School (Basic Sciences)	27	26%	37%	0%	7	29%	0%	20	40%	0%
Medical School (Clinical)	190	38%	33%	4%	73	21%	4%	117	40%	3%
Six Additional Schools	51	43%	27%	18%	22	14%	14%	29	38%	21%

Associate Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	78	24%	26%	8%	19	21%	5%	59	27%	8%
College of LSA (Natural Sciences)	49	31%	29%	2%	15	20%	0%	34	32%	3%
Medical School (Basic Sciences)	29	31%	24%	10%	9	22%	11%	20	25%	10%
Medical School (Clinical)	164	26%	17%	6%	42	21%	12%	122	16%	4%
Six Additional Schools	50	38%	12%	20%	19	16%	26%	31	10%	16%

Full Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	209	8%	19%	3%	17	18%	0%	192	19%	4%
College of LSA (Natural Sciences)	171	13%	10%	7%	22	14%	14%	149	9%	6%
Medical School (Basic Sciences)	59	29%	7%	0%	17	12%	0%	42	5%	0%
Medical School (Clinical)	361	16%	8%	6%	56	9%	14%	305	8%	4%
Six Additional Schools	99	22%	8%	7%	22	5%	14%	77	9%	5%

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

Table 3: STEM – Research Track Faculty by Gender and Race/Ethnicity, 2009-2010

Assistant Research Scientists, Associate Research Scientists, and Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	72	11%	17%	1%	8	0%	0%	64	19%	2%
College of LSA (Natural Sciences)	28	18%	39%	11%	5	40%	20%	23	39%	9%
Medical School (Basic Sciences)	15	47%	33%	0%	7	29%	0%	8	38%	0%
Medical School (Clinical)	125	38%	40%	3%	48	38%	4%	77	42%	3%
Six Additional Schools	50	46%	32%	4%	23	30%	4%	27	33%	4%

Assistant Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	41	15%	24%	0%	6	0%	0%	35	29%	0%
College of LSA (Natural Sciences)	14	21%	64%	14%	3	67%	33%	11	64%	9%
Medical School (Basic Sciences)	13	46%	31%	0%	6	33%	0%	7	29%	0%
Medical School (Clinical)	103	38%	45%	2%	39	44%	3%	64	45%	2%
Six Additional Schools	30	53%	43%	7%	16	31%	6%	14	57%	7%

Associate Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	13	0%	8%	8%	0	--	--	13	8%	8%
College of LSA (Natural Sciences)	9	11%	22%	0%	1	0%	0%	8	25%	0%
Medical School (Basic Sciences)	2	50%	50%	0%	1	0%	0%	1	100%	0%
Medical School (Clinical)	13	46%	31%	0%	6	17%	0%	7	43%	0%
Six Additional Schools	16	44%	19%	0%	7	29%	0%	9	11%	0%

Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	18	11%	6%	0%	2	0%	0%	16	6%	0%
College of LSA (Natural Sciences)	5	20%	0%	20%	1	0%	0%	4	0%	25%
Medical School (Basic Sciences)	1	100%	0%	0%	1	0%	0%	0	--	--
Medical School (Clinical)	9	33%	0%	22%	3	0%	33%	6	0%	17%
Six Additional Schools	4	0%	0%	0%	0	--	--	4	0%	0%

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

Table 4: STEM – Clinical Track Faculty by Gender and Race/Ethnicity, 2009-2010

Clinical Assistant Professors, Clinical Associate Professors, and Clinical Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	647	47%	19%	6%	305	20%	7%	342	18%	5%
Six Additional Schools	69	52%	13%	13%	36	17%	14%	33	9%	12%

Clinical Assistant Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	448	50%	21%	7%	226	22%	8%	222	20%	6%
Six Additional Schools	35	60%	6%	17%	21	10%	19%	14	0%	14%

Clinical Associate Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	132	45%	17%	6%	60	17%	7%	72	17%	6%
Six Additional Schools	28	54%	25%	11%	15	27%	7%	13	23%	15%

Clinical Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	67	28%	6%	0%	19	5%	0%	48	6%	0%
Six Additional Schools	6	0%	0%	0%	0	--	--	6	0%	0%

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

Table 5: STEM – Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2009-2010

	All									
	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	5.0	4.6	6.8	3.2	4.0	2.0	14.5	3.5	6.2	4.6
College of LSA (Natural Sciences)	4.9	0.2	2.5	2.3	2.4	0.4	2.5		3.6	3.2
Medical School (Basic Sciences)	6.3		5.0	2.0	6.4		8.0	1.8	4.7	2.1
Medical School (Clinical)	3.5	3.2	6.5	5.0	3.7	3.2	3.9	1.7	6.3	5.5
Six Additional Schools	7.4	3.8	8.6	5.4	2.5	1.6	9.0	1.8	8.8	7.7

	Female						Male					
	A/AA		URM		White		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	prom to assoc	hired as assoc
College of Engineering	3.5	2.7	13.5		4.3	5.7	4.0	0.8	14.7	3.5	6.9	3.9
College of LSA (Natural Sciences)	0.5	0.2			5.6		2.8	0.5	2.5		2.3	3.2
Medical School (Basic Sciences)	3.5		14.5		5.8		7.5		1.5	1.8	4.1	2.1
Medical School (Clinical)	5.3	3.9	2.2	2.2	3.3	3.0	3.1	2.7	5.2	0.7	7.1	6.4
Six Additional Schools	2.5		9.5	3.0	8.5	4.3	2.5	1.6	8.5	0.5	9.0	11.1



Table 6: College of Engineering - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
Distinguished University Professor		6%	2%	3%	0%	2%	0%	--	7%	3%	0%	2%
	<i>N</i>	1	4	1	0	4	0	0	1	1	0	3
Collegiate		12%	8%	15%	14%	7%	0%	--	14%	17%	14%	6%
	<i>N</i>	2	16	6	1	11	0	0	2	6	1	9
Endowed		0%	18%	15%	14%	17%	0%	--	0%	17%	14%	18%
	<i>N</i>	0	34	6	1	27	0	0	0	6	1	27
Thurnau (for teaching)		12%	9%	5%	29%	9%	33%	--	7%	3%	29%	9%
	<i>N</i>	2	17	2	2	15	1	0	1	1	2	14
TOTAL		29%	37%	38%	57%	35%	33%	--	29%	39%	57%	36%
	<i>N</i>	5	71	15	4	57	1	0	4	14	4	53

Table 7: College of LSA (Natural Sciences) - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
Distinguished University Professor		0%	7%	0%	17%	6%	0%	0%	0%	0%	22%	7%
	<i>N</i>	0	11	0	2	9	0	0	0	0	2	9
Collegiate		27%	19%	12%	42%	20%	0%	33%	31%	14%	44%	18%
	<i>N</i>	6	29	2	5	28	0	1	5	2	4	23
Endowed		14%	1%	6%	0%	3%	33%	0%	13%	0%	0%	2%
	<i>N</i>	3	2	1	0	4	1	0	2	0	0	2
Thurnau (for teaching)		5%	8%	0%	8%	8%	0%	0%	6%	0%	11%	9%
	<i>N</i>	1	12	0	1	12	0	0	1	0	1	11
TOTAL		45%	36%	18%	67%	37%	33%	33%	50%	14%	78%	36%
	<i>N</i>	10	54	3	8	53	1	1	8	2	7	45

Table 8: Medical School (Basic Sciences) - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
Distinguished University Professor		0%	0%	0%	--	0%	0%	--	0%	0%	--	0%
	<i>N</i>	0	0	0	0	0	0	0	0	0	0	0
Collegiate		12%	12%	0%	--	13%	0%	--	13%	0%	--	13%
	<i>N</i>	2	5	0	0	7	0	0	2	0	0	5
Endowed		0%	7%	25%	--	4%	0%	--	0%	50%	--	5%
	<i>N</i>	0	3	1	0	2	0	0	0	1	0	2
Thurnau (for teaching)		0%	2%	0%	--	2%	0%	--	0%	0%	--	3%
	<i>N</i>	0	1	0	0	1	0	0	0	0	0	1
TOTAL		12%	21%	25%	--	18%	0%	--	13%	50%	--	20%
	<i>N</i>	2	9	1	0	10	0	0	2	1	0	8

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.

Table 9: Medical School (Clinical Departments) - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
Distinguished University Professor		0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	1%
	<i>N</i>	0	3	0	0	3	0	0	0	0	0	3
Collegiate		2%	8%	11%	0%	7%	0%	0%	2%	13%	0%	7%
	<i>N</i>	1	23	3	0	21	0	0	1	3	0	20
Endowed		20%	27%	21%	33%	26%	40%	13%	19%	17%	46%	27%
	<i>N</i>	11	82	6	7	80	2	1	8	4	6	72
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
TOTAL		21%	36%	32%	33%	34%	40%	13%	21%	30%	46%	36%
	<i>N</i>	12	109	9	7	105	2	1	9	7	6	96

Table 10: Science Faculty from the Six Schools - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
Distinguished University Professor		9%	4%	25%	0%	4%	100%	0%	6%	14%	0%	3%
	<i>N</i>	2	3	2	0	3	1	0	1	1	0	2
Collegiate		5%	14%	25%	0%	12%	0%	0%	6%	29%	0%	14%
	<i>N</i>	1	11	2	0	10	0	0	1	2	0	9
Endowed		9%	8%	13%	14%	7%	0%	33%	6%	14%	0%	8%
	<i>N</i>	2	6	1	1	6	0	1	1	1	0	5
Thurnau (for teaching)		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
TOTAL		23%	26%	63%	14%	23%	100%	33%	17%	57%	0%	24%
	<i>N</i>	5	20	5	1	19	1	1	3	4	0	16

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.

Table 11: College of Engineering - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
Department Level Committee		22%	19%	20%	15%	19%	29%	0%	21%	19%	17%	19%
	N	8	47	12	2	41	2	0	6	10	2	35
TOTAL		22%	19%	20%	15%	19%	29%	0%	21%	19%	17%	19%
	N	8	47	12	2	41	2	0	6	10	2	35

Table 12: College of LSA (Natural Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		5%	4%	6%	0%	4%	0%	0%	7%	8%	0%	3%
	N	2	7	2	0	7	0	0	2	2	0	5
Department Level Committee		35%	31%	19%	23%	35%	33%	67%	32%	16%	10%	35%
	N	13	57	6	3	61	2	2	9	4	1	52
TOTAL		41%	35%	26%	23%	39%	33%	67%	39%	24%	10%	39%
	N	15	64	8	3	68	2	2	11	6	1	57

Table 13: Medical School (Basic Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		12%	3%	0%	0%	7%	0%	0%	14%	0%	0%	4%
	N	3	2	0	0	5	0	0	3	0	0	2
Department Level Committee		27%	24%	27%	0%	26%	50%	0%	24%	14%	0%	26%
	N	7	15	3	0	19	2	0	5	1	0	14
TOTAL		38%	27%	27%	0%	32%	50%	0%	38%	14%	0%	30%
	N	10	17	3	0	24	2	0	8	1	0	16

Table 14: Medical School (Clinical Departments) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		2%	1%	0%	3%	2%	0%	0%	3%	0%	6%	1%
	N	2	6	0	1	7	0	0	2	0	1	5
Department Level Committee		14%	17%	11%	10%	18%	15%	8%	15%	10%	11%	18%
	N	14	73	6	3	78	2	1	11	4	2	67
TOTAL		16%	19%	11%	13%	19%	15%	8%	18%	10%	17%	20%
	N	16	79	6	4	85	2	1	13	4	3	72

Table 15: Science Faculty from the Six Schools - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		17%	16%	0%	12%	19%	0%	13%	21%	0%	11%	18%
	N	7	17	0	2	22	0	1	6	0	1	16
Department Level Committee		12%	4%	7%	0%	7%	0%	0%	17%	10%	0%	3%
	N	5	4	1	0	8	0	0	5	1	0	3
TOTAL		29%	19%	7%	12%	25%	0%	13%	38%	10%	11%	21%
	N	12	21	1	2	30	0	1	11	1	1	19

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.

Table 16: College of Engineering - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % 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		17%	8%	8%	8%	9%	14%	0%	18%	8%	8%	8%
	<i>N</i>	6	20	5	1	20	1	0	5	4	1	15
Department Level Position		6%	6%	3%	8%	7%	0%	0%	7%	4%	8%	7%
	<i>N</i>	2	16	2	1	15	0	0	2	2	1	13
TOTAL		22%	14%	12%	15%	16%	14%	0%	25%	12%	17%	15%
	<i>N</i>	8	36	7	2	35	1	0	7	6	2	28

Table 17: College of LSA (Natural Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
University Level Position		3%	3%	0%	0%	3%	0%	0%	4%	0%	0%	3%
	<i>N</i>	1	5	0	0	6	0	0	1	0	0	5
College Level Position		0%	3%	0%	8%	3%	0%	0%	0%	0%	10%	3%
	<i>N</i>	0	6	0	1	5	0	0	0	0	1	5
Department Level Position		16%	17%	10%	15%	19%	0%	33%	18%	12%	10%	19%
	<i>N</i>	6	32	3	2	33	0	1	5	3	1	28
TOTAL		19%	23%	10%	23%	25%	0%	33%	21%	12%	20%	26%
	<i>N</i>	7	43	3	3	44	0	1	6	3	2	38

Table 18: Medical School (Basic Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
University Level Position		0%	2%	0%	0%	1%	0%	0%	0%	0%	0%	2%
	<i>N</i>	0	1	0	0	1	0	0	0	0	0	1
College Level Position		4%	2%	0%	0%	3%	0%	0%	5%	0%	0%	2%
	<i>N</i>	1	1	0	0	2	0	0	1	0	0	1
Department Level Position		12%	11%	9%	0%	12%	25%	0%	10%	0%	0%	13%
	<i>N</i>	3	7	1	0	9	1	0	2	0	0	7
TOTAL		15%	15%	9%	0%	16%	25%	0%	14%	0%	0%	17%
	<i>N</i>	4	9	1	0	12	1	0	3	0	0	9

Table 19: Medical School (Clinical Departments) - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
University Level Position		1%	1%	0%	3%	1%	0%	8%	0%	0%	0%	1%
	<i>N</i>	1	3	0	1	3	0	1	0	0	0	3
College Level Position		3%	3%	2%	6%	3%	0%	8%	3%	2%	6%	3%
	<i>N</i>	3	12	1	2	12	0	1	2	1	1	10
Department Level Position		4%	12%	0%	6%	12%	0%	0%	6%	0%	11%	13%
	<i>N</i>	4	50	0	2	52	0	0	4	0	2	48
TOTAL		8%	15%	2%	16%	15%	0%	15%	8%	2%	17%	17%
	<i>N</i>	8	65	1	5	67	0	2	6	1	3	61

Table 20: Science Faculty from the Six Schools - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	Female % URM	% White	% A/AA	Male % URM	% White
University Level Position		0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	1%
	<i>N</i>	0	1	0	0	1	0	0	0	0	0	1
College Level Position		15%	14%	0%	18%	15%	0%	13%	17%	0%	22%	15%
	<i>N</i>	6	15	0	3	18	0	1	5	0	2	13
Department Level Position		5%	7%	14%	0%	7%	0%	0%	7%	20%	0%	7%
	<i>N</i>	2	8	2	0	8	0	0	2	2	0	6
TOTAL		20%	22%	14%	18%	23%	0%	13%	24%	20%	22%	22%
	<i>N</i>	8	24	2	3	27	0	1	7	2	2	20

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.

Table 21: College of Engineering - Executive Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		0%	3%	2%	0%	3%	0%	0%	0%	2%	0%	4%
	N	0	8	1	0	7	0	0	0	1	0	7
Department Level Committee		22%	17%	17%	31%	17%	14%	0%	25%	17%	33%	16%
	N	8	43	10	4	37	1	0	7	9	4	30
TOTAL		22%	20%	19%	31%	20%	14%	0%	25%	19%	33%	20%
	N	8	51	11	4	44	1	0	7	10	4	37

Table 22: College of LSA (Natural Sciences) - Executive Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		3%	1%	0%	0%	1%	0%	0%	4%	0%	0%	1%
	N	1	1	0	0	2	0	0	1	0	0	1
Department Level Committee		24%	21%	23%	23%	21%	0%	0%	32%	28%	30%	19%
	N	9	38	7	3	37	0	0	9	7	3	28
TOTAL		27%	21%	23%	23%	22%	0%	0%	36%	28%	30%	20%
	N	10	39	7	3	39	0	0	10	7	3	29

Table 23: Medical School (Basic Sciences) - Executive Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		4%	2%	0%	0%	3%	0%	0%	5%	0%	0%	2%
	N	1	1	0	0	2	0	0	1	0	0	1
Department Level Committee		27%	15%	18%	0%	19%	25%	0%	29%	14%	0%	15%
	N	7	9	2	0	14	1	0	6	1	0	8
TOTAL		31%	16%	18%	0%	22%	25%	0%	33%	14%	0%	17%
	N	8	10	2	0	16	1	0	7	1	0	9

Table 24: Medical School (Clinical Departments) - Executive Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		1%	0%	2%	3%	0%	0%	0%	1%	2%	6%	0%
	N	1	2	1	1	1	0	0	1	1	1	0
Department Level Committee		8%	13%	4%	6%	13%	8%	8%	8%	2%	6%	14%
	N	8	54	2	2	58	1	1	6	1	1	52
TOTAL		9%	13%	5%	10%	14%	8%	8%	10%	5%	11%	14%
	N	9	56	3	3	59	1	1	7	2	2	52

Table 25: Science Faculty from the Six Schools - Executive Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College Level Committee		17%	19%	0%	18%	21%	0%	25%	17%	0%	11%	22%
	N	7	21	0	3	25	0	2	5	0	1	20
Department Level Committee		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
TOTAL		17%	19%	0%	18%	21%	0%	25%	17%	0%	11%	22%
	N	7	21	0	3	25	0	2	5	0	1	20

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.

Table 26: Non-STEM – Tenure Track Faculty by Gender and Race/Ethnicity, 2009-2010

Assistant Professors, Associate Professors, and Full Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	270	42%	9%	10%	114	11%	11%	156	6%	10%
College of LSA (Social Sciences)	436	44%	9%	20%	190	9%	24%	246	9%	16%
Non-STEM Faculty from the Six Schools	98	42%	6%	14%	41	7%	17%	57	5%	12%
Eight Additional Non-STEM Schools	502	34%	12%	12%	173	10%	16%	329	12%	10%

Assistant Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	56	48%	20%	7%	27	30%	7%	29	10%	7%
College of LSA (Social Sciences)	101	49%	13%	26%	49	10%	18%	52	15%	33%
Non-STEM Faculty from the Six Schools	19	53%	0%	37%	10	0%	40%	9	0%	33%
Eight Additional Non-STEM Schools	108	41%	17%	14%	44	18%	18%	64	16%	11%

Associate Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	100	53%	3%	12%	53	6%	13%	47	0%	11%
College of LSA (Social Sciences)	128	52%	14%	27%	66	14%	42%	62	15%	11%
Non-STEM Faculty from the Six Schools	29	52%	10%	14%	15	13%	13%	14	7%	14%
Eight Additional Non-STEM Schools	139	33%	17%	15%	46	17%	15%	93	16%	15%

Full Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	114	30%	8%	10%	34	6%	9%	80	9%	10%
College of LSA (Social Sciences)	207	36%	4%	12%	75	5%	12%	132	4%	12%
Non-STEM Faculty from the Six Schools	50	32%	6%	6%	16	6%	6%	34	6%	6%
Eight Additional Non-STEM Schools	255	33%	7%	9%	83	2%	16%	172	9%	6%

Table 27: Non-STEM – Research Track Faculty by Gender and Race/Ethnicity, 2009-2010

Assistant Research Scientists, Associate Research Scientists, and Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Social Sciences)	8	25%	0%	0%	2	0%	0%	6	0%	0%
Non-STEM Faculty from the Six Schools	17	53%	12%	6%	9	11%	0%	8	13%	13%
Eight Additional Non-STEM Schools	15	60%	13%	7%	9	22%	0%	6	0%	17%

Assistant Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Social Sciences)	7	29%	0%	0%	2	0%	0%	5	0%	0%
Non-STEM Faculty from the Six Schools	12	58%	8%	8%	7	14%	0%	5	0%	20%
Eight Additional Non-STEM Schools	12	58%	17%	8%	7	29%	0%	5	0%	20%

Associate Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Social Sciences)	0	--	--	--	0	--	--	0	--	--
Non-STEM Faculty from the Six Schools	4	25%	25%	0%	1	0%	0%	3	33%	0%
Eight Additional Non-STEM Schools	2	100%	0%	0%	2	0%	0%	0	--	--

Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Social Sciences)	1	0%	0%	0%	0	--	--	1	0%	0%
Non-STEM Faculty from the Six Schools	1	100%	0%	0%	1	0%	0%	0	--	--
Eight Additional Non-STEM Schools	1	0%	0%	0%	0	--	--	1	0%	0%

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

Table 28: Non-STEM – Clinical Track Faculty by Gender and Race/Ethnicity, 2009-2010

Clinical Assistant Professors, Clinical Associate Professors, and Clinical Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Non-STEM Faculty from the Six Schools	4	50%	0%	25%	2	0%	50%	2	0%	0%
Eight Additional Non-STEM Schools	60	47%	2%	10%	28	0%	21%	32	3%	0%

Clinical Assistant Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Non-STEM Faculty from the Six Schools	2	0%	0%	0%	0	--	--	2	0%	0%
Eight Additional Non-STEM Schools	27	56%	4%	4%	15	0%	7%	12	8%	0%

Clinical Associate Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Non-STEM Faculty from the Six Schools	1	100%	0%	0%	1	0%	0%	0	--	--
Eight Additional Non-STEM Schools	14	71%	0%	29%	10	0%	40%	4	0%	0%

Clinical Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Non-STEM Faculty from the Six Schools	1	100%	0%	100%	1	0%	100%	0	--	--
Eight Additional Non-STEM Schools	19	16%	0%	5%	3	0%	33%	16	0%	0%

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

Table 29: Non-STEM – Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2009-2010

	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 LSA (Humanities)	6.1	7.0	9.1	13.0	1.8		6.5	3.5	7.9	11.2
College of LSA (Social Sciences)	5.0	7.4	4.5	4.3	3.0	6.7	4.1	4.8	5.6	6.6
Non-STEM Faculty from the Six Schools	5.9	7.8	13.6	8.4	3.0	0.7	7.7		9.9	9.4
Eight Additional Non-STEM Schools	8.6	6.4	5.3	6.0	5.2	5.8	5.8	6.5	6.9	6.1

	Female						Male					
	A/AA		URM		White		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	prom to assoc	hired as assoc
College of LSA (Humanities)	1.8		7.2	3.5	6.4	8.2			5.9		9.6	13.0
College of LSA (Social Sciences)	3.3	6.7	3.7	5.5	6.9	8.9	2.7		5.3	0.5	4.8	4.7
Non-STEM Faculty from the Six Schools	3.0		6.5		6.4	7.8		0.7	9.0		15.2	10.0
Eight Additional Non-STEM Schools	4.5		8.7	6.5	10.2	6.4	5.7	5.8	4.3	6.5	5.3	5.9



Table 30: College of LSA (Humanities) - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor		6%	12%	0%	9%	11%	0%	0%	7%	0%	13%	13%
	N	2	9	0	1	10	0	0	2	0	1	8
Collegiate		26%	20%	0%	27%	24%	0%	33%	28%	0%	25%	22%
	N	9	15	0	3	21	0	1	8	0	2	13
Endowed		3%	7%	13%	0%	6%	0%	0%	3%	17%	0%	7%
	N	1	5	1	0	5	0	0	1	1	0	4
Thurnau (for teaching)		6%	12%	0%	18%	10%	0%	0%	7%	0%	25%	12%
	N	2	9	0	2	9	0	0	2	0	2	7
TOTAL		41%	51%	13%	55%	51%	0%	33%	45%	17%	63%	53%
	N	14	38	1	6	45	0	1	13	1	5	32

Table 31: College of LSA (Social Sciences) - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor		4%	5%	11%	0%	5%	0%	0%	5%	20%	0%	5%
	N	3	6	1	0	8	0	0	3	1	0	5
Collegiate		10%	16%	22%	5%	15%	0%	0%	12%	40%	7%	16%
	N	7	21	2	1	25	0	0	7	2	1	18
Endowed		3%	7%	0%	5%	6%	0%	0%	4%	0%	7%	7%
	N	2	9	0	1	10	0	0	2	0	1	8
Thurnau (for teaching)		7%	2%	0%	0%	5%	0%	0%	9%	0%	0%	3%
	N	5	3	0	0	8	0	0	5	0	0	3
TOTAL		25%	30%	33%	9%	31%	0%	0%	30%	60%	14%	31%
	N	17	39	3	2	51	0	0	17	3	2	34

Table 32: Non-Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor		6%	0%	0%	0%	2%	0%	0%	7%	0%	0%	0%
	N	1	0	0	0	1	0	0	1	0	0	0
Collegiate		6%	12%	0%	0%	11%	0%	0%	7%	0%	0%	13%
	N	1	4	0	0	5	0	0	1	0	0	4
Endowed		6%	15%	0%	0%	14%	0%	0%	7%	0%	0%	17%
	N	1	5	0	0	6	0	0	1	0	0	5
Thurnau (for teaching)		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
TOTAL		19%	26%	0%	0%	27%	0%	0%	21%	0%	0%	30%
	N	3	9	0	0	12	0	0	3	0	0	9

Table 33: Eight Additional Non-STEM Schools - Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor		6%	5%	11%	8%	4%	0%	15%	4%	13%	0%	4%
	N	5	8	2	2	9	0	2	3	2	0	6
Collegiate		12%	13%	0%	4%	15%	0%	0%	15%	0%	9%	14%
	N	10	22	0	1	31	0	0	10	0	1	21
Endowed		16%	28%	39%	8%	25%	50%	15%	15%	38%	0%	30%
	N	13	49	7	2	53	1	2	10	6	0	43
Thurnau (for teaching)		8%	4%	0%	8%	6%	0%	8%	9%	0%	9%	4%
	N	7	7	0	2	12	0	1	6	0	1	6
TOTAL		42%	50%	50%	29%	49%	50%	38%	43%	50%	18%	52%
	N	35	86	9	7	105	1	5	29	8	2	76

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.

Table 34: College of LSA (Humanities) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College		4%	4%	0%	5%	4%	0%	0%	5%	0%	8%	4%
	<i>N</i>	3	5	0	1	7	0	0	3	0	1	4
Department		21%	15%	18%	18%	17%	20%	22%	21%	17%	15%	15%
	<i>N</i>	17	18	2	4	29	1	2	14	1	2	15
TOTAL		25%	19%	18%	23%	22%	20%	22%	26%	17%	23%	19%
	<i>N</i>	20	23	2	5	36	1	2	17	1	3	19

Table 35: College of LSA (Social Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College		3%	2%	0%	0%	3%	0%	0%	5%	0%	0%	3%
	<i>N</i>	4	4	0	0	8	0	0	4	0	0	4
Department		22%	22%	29%	11%	24%	17%	8%	28%	42%	16%	21%
	<i>N</i>	27	40	7	5	55	2	2	23	5	3	32
TOTAL		26%	24%	29%	11%	27%	17%	8%	33%	42%	16%	24%
	<i>N</i>	31	44	7	5	63	2	2	27	5	3	36

Table 36: Non-Science Faculty from the Six Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College		29%	35%	50%	14%	33%	100%	0%	24%	0%	25%	39%
	<i>N</i>	9	17	3	1	22	3	0	6	0	1	16
Department		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
TOTAL		29%	35%	50%	14%	33%	100%	0%	24%	0%	25%	39%
	<i>N</i>	9	17	3	1	22	3	0	6	0	1	16

Table 37: Eight Additional Non-STEM Schools - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College		15%	13%	5%	11%	15%	0%	15%	16%	6%	8%	15%
	<i>N</i>	19	35	2	5	47	0	3	16	2	2	31
Department		3%	8%	22%	0%	5%	0%	0%	4%	29%	0%	5%
	<i>N</i>	4	20	9	0	15	0	0	4	9	0	11
TOTAL		18%	21%	27%	11%	20%	0%	15%	20%	35%	8%	20%
	<i>N</i>	23	55	11	5	62	0	3	20	11	2	42

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.

Table 38: College of LSA (Humanities) - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		1%	1%	0%	5%	1%	0%	0%	2%	0%	8%	0%
	<i>N</i>	1	1	0	1	1	0	0	1	0	1	0
College		1%	1%	0%	5%	1%	0%	0%	2%	0%	8%	0%
	<i>N</i>	1	1	0	1	1	0	0	1	0	1	0
Department		21%	23%	27%	14%	23%	0%	0%	26%	50%	23%	21%
	<i>N</i>	17	27	3	3	38	0	0	17	3	3	21
TOTAL		24%	24%	27%	23%	24%	0%	0%	29%	50%	38%	21%
	<i>N</i>	19	29	3	5	40	0	0	19	3	5	21

Table 39: College of LSA (Social Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		2%	3%	0%	2%	3%	0%	0%	4%	0%	5%	3%
	<i>N</i>	3	6	0	1	8	0	0	3	0	1	5
College		1%	2%	0%	2%	1%	0%	0%	1%	0%	5%	1%
	<i>N</i>	1	3	0	1	3	0	0	1	0	1	2
Department		18%	19%	25%	20%	18%	25%	23%	16%	25%	16%	19%
	<i>N</i>	22	35	6	9	42	3	6	13	3	3	29
TOTAL		21%	24%	25%	24%	23%	25%	23%	20%	25%	26%	24%
	<i>N</i>	26	44	6	11	53	3	6	17	3	5	36

Table 40: Non-Science Faculty from the Six Schools – Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		0%	4%	0%	0%	3%	0%	0%	0%	0%	0%	5%
	<i>N</i>	0	2	0	0	2	0	0	0	0	0	2
College		6%	13%	33%	0%	9%	0%	0%	8%	67%	0%	10%
	<i>N</i>	2	6	2	0	6	0	0	2	2	0	4
Department		3%	4%	0%	0%	5%	0%	0%	4%	0%	0%	5%
	<i>N</i>	1	2	0	0	3	0	0	1	0	0	2
TOTAL		10%	21%	33%	0%	17%	0%	0%	12%	67%	0%	20%
	<i>N</i>	3	10	2	0	11	0	0	3	2	0	8

Table 41: Eight Additional Non-STEM Schools - Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		1%	1%	0%	2%	1%	0%	0%	1%	0%	4%	0%
	<i>N</i>	1	2	0	1	2	0	0	1	0	1	1
College		12%	6%	2%	11%	9%	0%	15%	13%	3%	8%	7%
	<i>N</i>	16	17	1	5	27	0	3	13	1	2	14
Department		10%	10%	15%	7%	10%	0%	5%	12%	19%	8%	9%
	<i>N</i>	13	27	6	3	31	0	1	12	6	2	19
TOTAL		23%	17%	17%	20%	19%	0%	20%	26%	23%	20%	16%
	<i>N</i>	30	46	7	9	60	0	4	26	7	5	34

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.

Table 42: College of LSA (Humanities) - Executive Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		%	%	%	%	%	%	%	%	%	%	%
		Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College		3%	1%	0%	0%	2%	0%	0%	3%	0%	0%	1%
	<i>N</i>	2	1	0	0	3	0	0	2	0	0	1
Department		29%	39%	27%	27%	36%	0%	22%	32%	50%	31%	39%
	<i>N</i>	23	46	3	6	60	0	2	21	3	4	39
TOTAL		31%	39%	27%	27%	38%	0%	22%	35%	50%	31%	40%
	<i>N</i>	25	47	3	6	63	0	2	23	3	4	40

Table 43: College of LSA (Social Sciences) - Executive Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		%	%	%	%	%	%	%	%	%	%	%
		Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College		1%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%
	<i>N</i>	1	2	0	0	3	0	0	1	0	0	2
Department		28%	15%	29%	24%	19%	33%	38%	24%	25%	5%	15%
	<i>N</i>	34	27	7	11	43	4	10	20	3	1	23
TOTAL		29%	16%	29%	24%	20%	33%	38%	25%	25%	5%	17%
	<i>N</i>	35	29	7	11	46	4	10	21	3	1	25

Table 44: Non-Science Faculty from the Six Schools – Executive Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		%	%	%	%	%	%	%	%	%	%	%
		Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College		10%	15%	17%	0%	14%	0%	0%	12%	33%	0%	15%
	<i>N</i>	3	7	1	0	9	0	0	3	1	0	6
Department		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
TOTAL		10%	15%	17%	0%	14%	0%	0%	12%	33%	0%	15%
	<i>N</i>	3	7	1	0	9	0	0	3	1	0	6

Table 45: Eight Additional Non-STEM Schools - Executive Committees by Gender and Race/Ethnicity, 2009-2010

				All			Female			Male		
		%	%	%	%	%	%	%	%	%	%	%
		Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College		16%	10%	7%	16%	12%	0%	25%	16%	10%	8%	10%
	<i>N</i>	21	26	3	7	37	0	5	16	3	2	21
Department		0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	1%
	<i>N</i>	0	3	0	0	3	0	0	0	0	0	3
TOTAL		16%	11%	7%	16%	13%	0%	25%	16%	10%	8%	11%
	<i>N</i>	21	29	3	7	40	0	5	16	3	2	24

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.

Table 46: Combined Science and Non-Science Faculty from the Six Schools – Tenure Track Faculty by Gender and Race/Ethnicity, 2009-2010

	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Assistant Professors, Associate Professors, and Full Professors	304	35%	11%	13%	107	9%	17%	197	12%	11%
Assistant Professors	70	46%	20%	23%	32	9%	22%	38	29%	24%
Associate Professors	80	44%	11%	18%	35	14%	20%	45	9%	16%
Full Professors	154	26%	7%	6%	40	5%	10%	114	8%	5%

Table 47: Combined Science and Non-Science Faculty from the Six Schools – Research Track Faculty by Gender and Race/Ethnicity, 2009-2010

	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Assistant Research Scientists, Associate Research Scientists, and Research Scientists	69	48%	28%	4%	33	27%	3%	36	28%	6%
Assistant Research Scientists	43	56%	35%	7%	24	29%	4%	19	42%	11%
Associate Research Scientists	20	40%	20%	0%	8	25%	0%	12	17%	0%
Research Scientists	6	17%	0%	0%	1	0%	0%	5	0%	0%

Table 48: Combined Science and Non-Science Faculty from the Six Schools – Clinical Track Faculty by Gender and Race/Ethnicity, 2009-2010

	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Clinical Assistant Professors, Clinical Associate Professors, and Clinical Professors	73	52%	12%	14%	38	16%	16%	35	9%	11%
Clinical Assistant Professors	37	57%	5%	16%	21	10%	19%	16	0%	13%
Clinical Associate Professors	29	55%	24%	10%	16	25%	6%	13	23%	15%
Clinical Professors	7	14%	0%	14%	1	0%	100%	6	0%	0%

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

Table 49: Combined Science and Non-Science – Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2009-2010

	All									
	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
Combined Science and Non-Science Faculty from the Six Schools	7.4	4.9	9.9	6.8	2.7	1.3	8.5	1.8	9.6	8.6

	Female						Male					
	A/AA		URM		White		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	prom to assoc	hired as assoc
Combined Science and Non-Science Faculty from the Six Schools	2.7		8.3	3.0	8.5	5.7	2.5	1.3	8.7	0.5	10.4	10.4

Table 50: Combined Science and Non-Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor		8%	4%	18%	0%	4%	50%	0%	6%	11%	0%	3%
	N	3	4	2	0	5	1	0	2	1	0	3
Collegiate		5%	13%	18%	0%	11%	0%	0%	6%	22%	0%	13%
	N	2	15	2	0	15	0	0	2	2	0	13
Endowed		10%	10%	9%	10%	10%	0%	25%	9%	11%	0%	10%
	N	4	11	1	1	13	0	1	3	1	0	10
Thurnau (for teaching)		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
TOTAL		23%	26%	45%	10%	25%	50%	25%	21%	44%	0%	26%
	N	9	30	5	1	33	1	1	7	4	0	26

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.

Table 51: Combined Science and Non-Science Faculty from the Six Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College		24%	21%	15%	13%	24%	43%	9%	25%	0%	15%	24%
	N	18	34	3	3	46	3	1	14	0	2	32
Department		7%	3%	5%	0%	4%	0%	0%	9%	8%	0%	2%
	N	5	4	1	0	8	0	0	5	1	0	3
TOTAL		31%	24%	20%	13%	28%	43%	9%	33%	8%	15%	26%
	N	23	38	4	3	54	3	1	19	1	2	35

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

Table 52: Combined Science and Non-Science Faculty from the Six Schools – Administrative Positions by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		0%	2%	0%	0%	2%	0%	0%	0%	0%	0%	2%
	N	0	3	0	0	3	0	0	0	0	0	3
College		11%	14%	10%	13%	13%	0%	9%	12%	15%	15%	14%
	N	8	22	2	3	25	0	1	7	2	2	18
Department		4%	6%	10%	0%	6%	0%	0%	5%	15%	0%	6%
	N	3	10	2	0	11	0	0	3	2	0	8
TOTAL		15%	22%	20%	13%	21%	0%	9%	18%	31%	15%	22%
	N	11	35	4	3	39	0	1	10	4	2	29

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

Table 53: Combined Science and Non-Science Faculty from the Six Schools – Executive Committees by Gender and Race/Ethnicity, 2009-2010

		% Female	% Male	All % A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College		13%	18%	5%	13%	18%	0%	18%	14%	8%	8%	20%
	N	10	29	1	3	35	0	2	8	1	1	27
Department		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
TOTAL		13%	18%	5%	13%	18%	0%	18%	14%	8%	8%	20%
	N	10	29	1	3	35	0	2	8	1	1	27

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.