

# INSTITUTIONAL INDICATORS OF DIVERSITY FOR FACULTY AT THE UNIVERSITY OF MICHIGAN: AY2012



## **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.

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**I. INTRODUCTION**

**Schools Represented in this Report**

The ADVANCE indicator data reported here are for the 2011–2012 academic year (AY2012). In this report, we discuss all faculty with appointments on the instructional (tenure), research, and clinical tracks by gender and race/ethnicity at the University of Michigan for AY2012. 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 (the grant began in 2002 and continued through 2007; data reporting has continued every year since) and includes the College of Engineering, College of LSA (Natural Sciences Division), Medical School (Basic Sciences and Clinical departments), and STEM faculty only from six schools with both STEM and non-STEM faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health). Nursing was treated separately in the version of this report prepared for UM administrators; however, in order to protect individuals identities, the School of Nursing data are not included in this public version of the report. Information is reported separately for the three big schools with STEM faculty (Engineering, LSA Natural Sciences, and Medicine Basic Sciences and Clinical departments) and collectively for the STEM faculty associated with the six schools with both STEM and non-STEM faculty. 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-STEM faculty from the six schools previously mentioned with both STEM and non-STEM 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-STEM faculty associated with the six schools with both STEM and non-STEM faculty. Appended tables provide demographic information separately by school, and a summary of all faculty in the six schools with both STEM and non-STEM faculty is included at the end of the report.

**Faculty Appointments Included in this Report**

For each College or School, we reported on faculty on the instructional (tenure), 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 equivalency) were counted in each unit of appointment. In addition, administrators with dry tenure track faculty appointments were counted only in their primary academic unit (n=62).

**Defining Race/Ethnicity and Gender**

Data were drawn from the University database. Prior to AY2011, faculty race/ethnicity was coded using five mutually exclusive categories (American Indian/Alaskan Native; Asian/Asian American/Pacific Islander; Black/African American; Hispanic/Latino; and white); however, beginning in AY2011, all faculty at the University of Michigan were asked to update their race/ethnicity using a Federally-mandated, two-part question<sup>2</sup>. Throughout this report, we discuss faculty who fall into one of three groups according to these data: Asian/Asian American faculty (including Asian and Hawaiian), underrepresented minority faculty (including

<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 on both paths are considered together.

<sup>2</sup>In the Federally-mandated, two-part question, the respondent is asked first to indicate if s/he consider her/himself to be Hispanic or Latino; then, in the second question, s/he is asked to self-identify as a member of one or more racial categories (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White).

American Indian/Alaskan Native, Black/African American, and Hispanic/Latino), and white faculty. Information regarding faculty gender was also drawn from the University database. Very few faculty (about 2%) were coded in a different racial/ethnic group as a result of the new two-part question.

### **Time Period Reported**

In extracting data from the University's databases, we used an effective date of March 1, 2012. However, since we were attempting to reflect conditions in effect during AY2012, 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 2011 and not in Winter 2012. The data liaisons in each academic unit also ensured that we identified all positions (including 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., funded 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. As noted above, faculty with joint, funded appointments were counted in each unit of appointment.

For changes in status such as new faculty hires, promotions, and terminations/retirements, the effective dates used were between March 1, 2011, and March 1, 2012. That is, we report on faculty 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 AY2011 to AY2012; however, these data do not match exactly with the academic year. With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011). In addition to these time periods, we also provide tabled data on results from the recruitment season outcomes from September 2011 through August 2012.

Because we have been tracking the indicators for STEM faculty since AY2001 we are able to make comparisons between the AY2012 and AY2001 indicator data, and these are reported here. Comparisons to AY2001 were also made for all other disciplines (e.g., 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-STEM faculty in Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health) for faculty appointment counts; however, tracking of additional appointments (named professorships, tenure/promotion committees, administrative positions, and executive committee membership) for these units began in AY2009, and comparisons to this reference year are made accordingly.

### **Indicators Discussed in This Report**

This report includes information on:

- number of faculty by track and rank, including changes from AY2011 [tabled data for new faculty recruitment for the period September 2011 through August 2012 are also provided];
- average number of years in rank for associate professors;
- categorization of departmental demographics in terms of gender & race/ethnicity;
- named professorships;
- administrative appointments;
- service on tenure and promotion committees; and
- service on executive committees.

### **Additional Data Compiled by the ADVANCE Program**

The ADVANCE Program's research and evaluation efforts have grown in response to initiatives generated by the program and requests from University administrators. Much of the research and evaluation agenda for the first five years of the program was set by the requirements of the NSF Institutional Transformation Grant award; during that period, the principal focus was tenure track women scientists and engineers on the UM campus. Subsequently, the focus broadened, and research and evaluation became responsible for tracking the status of all UM faculty.

Following are brief descriptions of some current research studies being conducted by UM ADVANCE.

### **Exit Interview Study**

At the request of the Provost, the UM ADVANCE Program is conducting exit interviews with instructional, tenure track faculty who voluntarily left the University of Michigan or switched from the tenure track to research or

clinical tracks. The purpose of the study is to assemble aggregate information about faculty members' reasons for leaving UM for other positions and to learn whether or not there are systemic issues affecting UM faculty members' work lives that the University should address. The ADVANCE Program research and evaluation staff conducts exit interviews on an ongoing basis and summary reports are prepared annually. This year, the effort has expanded to include interviews with tenure track faculty who voluntarily left the University of Michigan Dearborn and Flint campuses.

### **Departmental Change Study**

The UM ADVANCE Program is conducting an interview study with academic department faculty in the College of Literature, Science, and the Arts Division of Natural Sciences and the College of Engineering to better understand the factors that have encouraged departmental change with respect to faculty demographics, specifically gender and racial/ethnic diversity, as well as improvement in the department's climate for faculty in general. The study covers a broad range of issues related to the composition of the department faculty and the departmental climate and aspects of department culture (including individuals, initiatives, and policies) that may have contributed to efforts to diversity. A report is expected at the end of AY2013.

### **Survey of Academic Climate and Activities for Faculty at the University of Michigan**

During the fall of 2001 the ADVANCE Program administered the first University of Michigan Survey of Academic Climate and Activities. In fall 2006, a second survey was conducted to assess changes in the campus work environment for scientists and engineers at the completion of the five-year NSF supported period of UM's ADVANCE Program. Plans are underway for a third campus-wide climate assessment scheduled for mid-October, 2012.

### **Survey of Postdoctoral Fellows at the University of Michigan**

In conjunction with other academic institutions (e.g., MIT), the UM ADVANCE Program administered a survey to postdoctoral fellows at UM in spring 2011. The survey covered a broad range of issues related to the postdoc experiences and career plans. The aims of the study are to better understand the postdoctoral experience at the University of Michigan and to improve the work environment for postdocs at the University of Michigan. The survey was open to all postdocs with active appointments at the University. An initial summary report of the UM data was prepared for UM administrators; comparative analyses with studies at other institutions are in progress.



## II. INSTRUCTIONAL (TENURE) TRACK FACULTY SNAPSHOT

In this section we highlight findings from the AY2012 report on institutional indicators of diversity for faculty at the University of Michigan for instructional (tenure track) faculty by focusing on the situation of faculty separately by race/ethnicity and gender and by race/ethnicity within gender both within STEM fields as well as across all units. This allows us to identify issues (e.g., instances of progress, underrepresentation) that would otherwise be obscured when assessing the institutional indicators by gender or race/ethnicity alone. More detailed information about STEM and non-STEM instructional, tenure track faculty appointment counts and additional appointments (e.g., named professorships, services on tenure/promotion committees) follows later in this report.

In general, the percent increase for female faculty (as a proportion of all faculty) from AY2001 to AY2012 overall and within racial/ethnic group has been modest. However, it is important to consider that this rate is sensitive to the large number of faculty overall (i.e., the number of faculty in the denominator); therefore, the actual increase in the real number of female tenure track faculty is represented by a small percent increase. As a result, when viewed as a proportion of all tenure track faculty (a lagging indicator), it is not surprising that the percent increase among female faculty (overall and by race/ethnicity) has been gradual from AY2001 to AY2012. Other institutional indicators (e.g., women in leadership positions and faculty recruitment) reveal more immediate progress in terms of gender diversity among tenure track faculty; for example, among STEM faculty during the AY2001 to AY2012 timeframe:

### All Women Instructional, Tenure Track Faculty

- Sixteen women scientists and engineers have been appointed to administrative positions;
- There has been significant progress regarding the recruitment of women in each of the three colleges that employ the largest number of scientists and engineers at the University (Engineering, LSA, and Medicine-Basic Sciences). As a proportion of all science and engineering tenure-track hires, 13% (N=9) of all new hires were women in AY2001 and AY2002 (the "pre-ADVANCE" years), as compared to 30% (N=107) in AY2003–AY2012 (the "ADVANCE" years); and
- From AY2001 to AY2012, the percent increase for female faculty in STEM departments (where the ADVANCE Program has focused its efforts) was larger than the percent increase for non-STEM departments (16% to 23% for STEM departments, compared to 38% to 40% for non-STEM departments).

### Asian/Asian American Women Instructional, Tenure Track Faculty

- The proportion of faculty campus-wide who were female Asian/Asian Americans remained relatively stable at 3% in AY2001 and 4% in AY2012; the same was true for members of this group in STEM departments at the same points in time (2% and 4%, respectively).
- No female Asian/Asian American faculty held administrative appointments in six of the aggregate academic units in AY2012.
- In addition, no female Asian/Asian American faculty held administrative appointments in the Medical School clinical departments and six schools with STEM and non-STEM faculty or named professorships in the LSA Humanities departments. In the eight non-STEM schools, no female Asian/Asian American faculty served on tenure/promotion committees or executive committees or held administrative appointments in AY2012.

### Underrepresented Minority Women Instructional, Tenure Track Faculty

- The proportion of faculty who were both female and from underrepresented minorities was generally low and remained stable at 4% campus-wide and 2% in the STEM departments in AY2001 and AY2012.
- In AY2012, no female faculty from underrepresented minorities held appointments as full professors in the College of Engineering, as associate professors in the LSA natural science departments, or as assistant professors or full professors in the Medical School basic science departments.
- No female faculty from underrepresented minorities in the College of Engineering served on tenure/promotion committees or held a named professorship in AY2012. Similarly, no female underrepresented minority faculty served on executive committees in the College of Engineering, LSA natural science departments, or the Medical School clinical departments, and none served in administrative positions in the LSA natural science departments.

### **White Women Instructional, Tenure Track Faculty**

- The proportion of white female faculty campus-wide increased from 20% in AY2001 to 23% in AY2012 and increased from 13% to 17% in STEM departments at the same points in time.
- White female faculty were generally well represented on executive committees in AY2012; in contrast, they were underrepresented (compared to white male faculty) in most units in named professorships and service on tenure/promotion committees. In most STEM departments, they were also underrepresented in administrative positions.

### **Asian/Asian American Men Instructional, Tenure Track Faculty**

- From AY2001 to AY2012, the proportion of faculty who were male Asian/Asian Americans increased from 7% to 10% campus-wide and from 9% to 14% in STEM departments.
- Asian/Asian American men comprised a greater proportion of the instructional track faculty in STEM departments, as compared to non-STEM units, in AY2012.
- No male Asian/Asian American faculty served on executive committees in the Medical School clinical departments in AY2012, and none served on tenure/promotion committees or held administrative appointments in the LSA humanities departments during the same period.
- Asian/Asian American male faculty in the STEM disciplines were less well-represented on tenure and promotion committees and in administrative positions compared to their white male colleagues.

### **Underrepresented Minority Men Instructional, Tenure Track Faculty**

- The proportion of faculty who were male and from underrepresented minorities remained stable from AY2001 to AY2012, both campus-wide (5% and 6%, respectively) and in STEM departments (3% in AY2001 and 4% in AY2012).
- The proportion of underrepresented minority male faculty was greater in non-STEM units than in STEM units.
- Underrepresented male faculty in the STEM disciplines were less well-represented on tenure and promotion committees and in administrative positions compared to their white male colleagues.

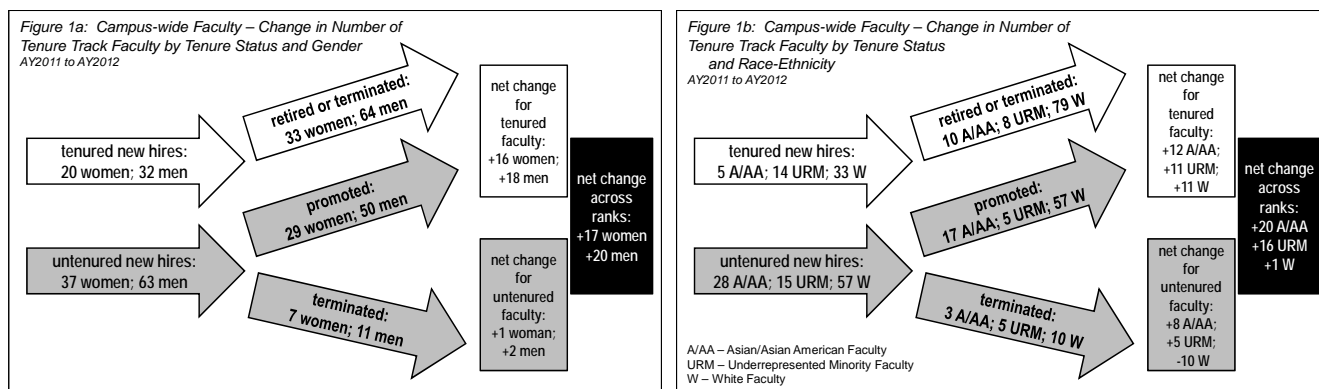
### **White Men Instructional, Tenure Track Faculty**

- The proportion of white male faculty campus-wide decreased from 62% in AY2001 to 53% in AY2012 and also decreased from 72% to 58% in STEM departments at the same points in time.
- White men were well-represented on tenure/promotion committees, executive committees, among those who held administrative positions, and among those who held named professorships in AY2012.

### III. CAMPUS-WIDE ASSESSMENT

In AY2012, the overall composition of faculty on the **instructional, or tenure, track** (including STEM and non-STEM faculty) was 31% (n=978) female and 69% (n=2128) male, compared to 25% and 75%, respectively, in AY2001 (see Table 1). The gender disparity in AY2012 was the greatest at the highest rank of full professor: only 25% (n=412) of full professors were women. At the associate professor level, 38% (n=297) of the faculty were women, and at the assistant professor level, 39% (n=269) of the faculty were women.

From AY2001 to AY2012, the proportion of tenure track faculty who were underrepresented minorities remained stable at 10% and remained low across all ranks in AY2012, ranging from a high of 13% (n=103) of associate professors to a low of 8% (n=132) of full professors. The proportion of tenure track faculty who were Asian/Asian American increased from 9% to 14% and in AY2012 decreased as we ascend the academic ladder: 24% (n=161) of assistant professors, 15% (n=121) of associate professors, and 10% (n=161) of full professors were Asian/Asian American. The proportion of tenure track faculty who were white decreased from 82% to 75%; white faculty were 64% (n=440) of assistant professors, 71% (n=560) of associate professors, and 82% (n=1344) of full professors.



Overall, from AY2011 to AY2012, the University of Michigan gained 17 female and 20 male tenure track faculty. This change represents a net gain of 20 Asian/Asian American, 16 underrepresented minority, and 1 white tenure track faculty. 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 by gender and race/ethnicity, see Figures 1a and 1b<sup>3</sup>.

In AY2012, women comprised 35% (n=131) and men comprised 65% (n=244) of faculty on the **research track**; this compares to 26% and 74%, respectively, in AY2001 (see Table 1). A majority of female (73%) and male (65%) research track faculty were at the lowest rank of assistant research scientist. As on the instructional track, from AY2001 to AY2012, the proportion of research track faculty who were underrepresented minorities remained stable at 4%; very few underrepresented minorities held appointments on the research track, comprising only 5% (n=12) of assistant research scientists, 3% (n=2) of associate research scientists, and 2% (n=1) of research scientists. The proportion of research track faculty who were Asian/Asian American increased from 20% to 33%; 38% (n=97) of assistant and 29% (n=23) of associate research scientists were Asian/Asian American, and only 5% (n=2) of research scientists were Asian/Asian American. The proportion of research track faculty who were white decreased from 76% to 63%.

Finally, on the **clinical track**, the overall composition of faculty was 49% (n=436) female and 51% (n=458) male in AY2012, compared to 41% and 59%, respectively, in AY2001 (see Table 1). There was near gender parity at the clinical assistant professor and clinical associate professor ranks, where 54% and 45% of faculty, respectively, were women in AY2012. However, at the highest rank of clinical professor, the proportion of female faculty was only 27% (n=28). Again, from AY2001 to AY2012, the proportion of clinical track faculty who were

<sup>3</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

underrepresented minorities remained stable at 7%; underrepresented minorities ranged from 9% (n=19) of clinical associate professors to 6% (n=6) of clinical professors and 6% (n=37) of clinical assistant professors. The proportion of clinical track faculty who were Asian/Asian American increased from 8% to 17% and their rates ranged from a high of 19% (n=110) of clinical assistant professors to a low of 6% (n=6) of clinical professors. The proportion of clinical track faculty who were white decreased from 85% to 76%.

## IV. 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 AY2012 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 Basic Sciences and Clinical departments<sup>6</sup> (MED). In addition to these schools, we include STEM faculty in six additional schools that house both STEM and non-STEM faculty at the University of Michigan (Dentistry, Information, Kinesiology, Natural Resources and Environment, Pharmacy, and Public Health). Faculty in these schools were determined to be STEM faculty by assessing the field of study in which they received their highest degree (see Appendix A for a listing of which fields of study were counted). For those highest degrees that might comprise research in both STEM and non-STEM 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 aggregately for the six additional schools that also have STEM faculty.

### STEM SUMMARY

In AY2012, of all STEM instructional track faculty at UM, 23% (n=403) were female and 77% (n=1320) were male, compared to 16% and 84%, respectively, in AY2001. In AY2012, the gender disparity was greatest at the highest rank of full professor: 17% (155 of 939) were female at this rank, compared with 29% (107 of 372) at the rank of associate professor, and 34% (141 of 412) at the rank of assistant professor. Assessment by race-ethnicity revealed that 18% were Asian/Asian American, 6% were underrepresented minorities, and 75% were white; this compares to 10%, 5%, and 85%, respectively, in AY2001.

Figure 2a: All STEM Faculty – Change in Number of Tenure Track Faculty by Tenure Status and Gender AY2011 to AY2012

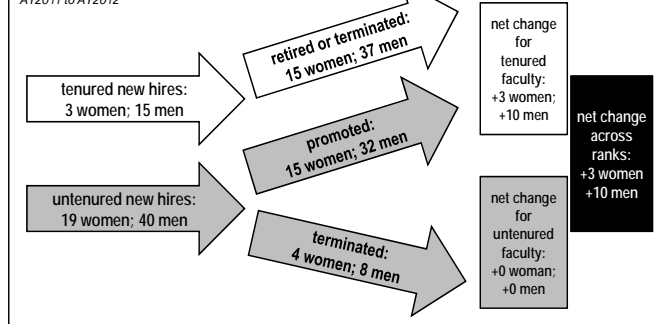
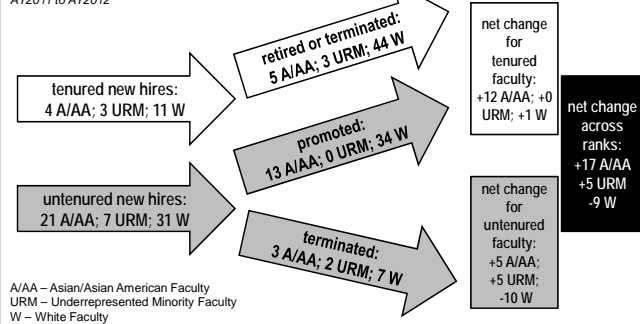


Figure 2b: All STEM Faculty – Change in Number of Tenure Track Faculty by Tenure Status and Race-Ethnicity AY2011 to AY2012



The proportion of Asian/Asian Americans was lower as we ascend the academic ladder: 29% (120 of 412) of those at the rank of assistant professor were Asian/Asian American, compared with 22% (80 of 372) at the associate professor rank and 12% (116 of 939) at the full professor rank. The proportion of underrepresented minorities was low across the assistant, associate, and full professor ranks (8%, 8%, and 5%, respectively). For a summary of the net effects of new faculty hires, promotions, and retirements/terminations among all tenure

<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.

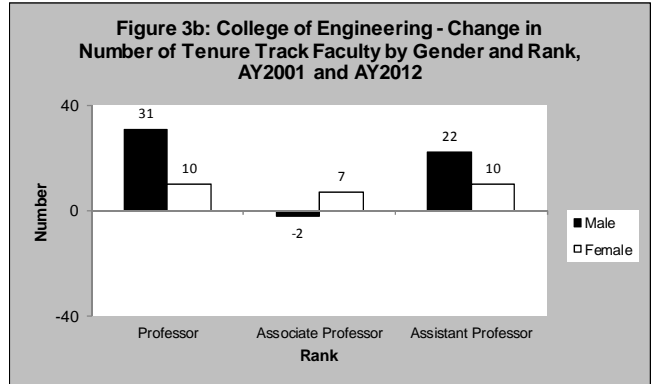
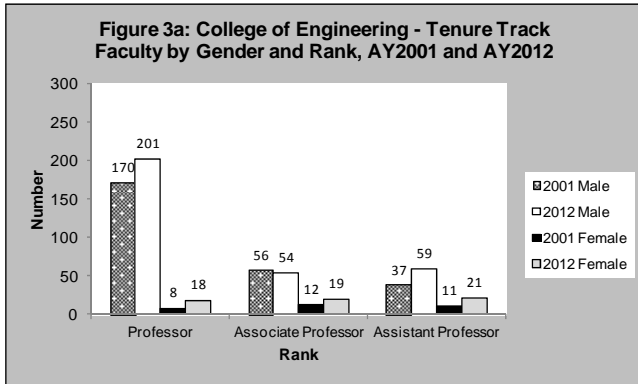
<sup>5</sup> Literature, Science, and the Arts Division of Natural Sciences (LSA): Astronomy; Chemistry; Ecology & Evolutionary Biology; Earth and Environmental Sciences; Mathematics; Molecular, Cellular & Developmental Biology; Physics; Statistics.

<sup>6</sup> Medical School Basic Sciences 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. Data for two new departments, Computational Medicine and Bioinformatics and Cardiac Surgery, will be reported separately beginning with next year's indicator report (AY2013).

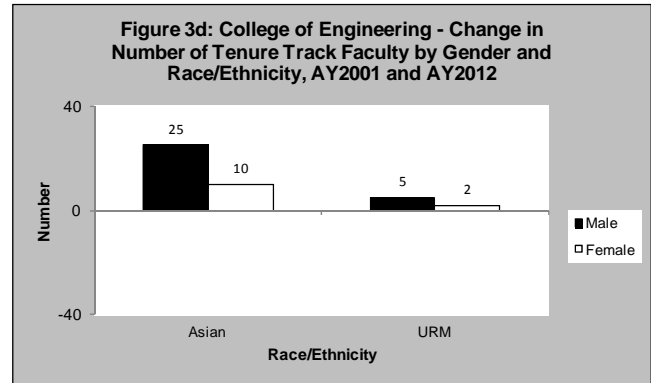
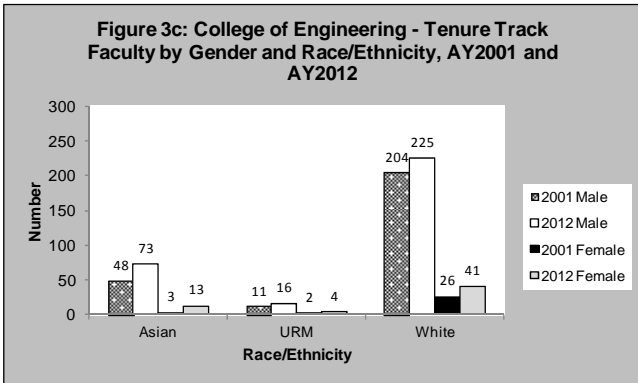
track STEM faculty by gender and race/ethnicity, see Figures 2a and 2b<sup>7</sup> on previous page. Recruitment information from September 2011 through August 2012 can be found in Table 54.

**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 16% in AY2012; see Figures 3a-b. The total number of women increased from 31 to 58, and the total number of men increased from 263 to 314 from AY2001 to AY2012; 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% (18 of 219) of the faculty were women, up from 4% (8 of 178) in AY2001. Women comprised 26% (19 of 73) of associate professors and 26% (21 of 80) of assistant professors in AY2012, increases from 18% and 23%, respectively, in AY2001.



The race/ethnicity composition of the faculty remained relatively stable when comparing AY2001 to AY2012. The representation of white faculty decreased from 78% to 72%, although the number of white faculty increased by 36 during this period (see Figures 3c-d). Asian/Asian American faculty increased from 17% to 23% (and increased in number by 35); they comprised a lesser percentage of the faculty at the highest ranks: 31% (25 of 80) of assistant professors, 22% (16 of 73) of associate professors, and 21% (45 of 219) of full professors in AY2012. The representation of underrepresented minority faculty remained relatively stable (4% in AY2001 and 5% in AY2012), and the number increased by 7 faculty during this period; their representation was consistently low at all ranks: 8% (6 of 80) of assistant professors, 8% (6 of 73) of associate professors, and 4% (8 of 219) of full professors.



Looking at race/ethnicity within gender in AY2012, 22% (13 of 58) of female and 23% (73 of 314) of male instructional faculty were Asian/Asian American. For men, the proportion of Asian/Asian American faculty was highest at the assistant professor rank (34%, or 20 of 59); only 20% and 21% of men were Asian/Asian

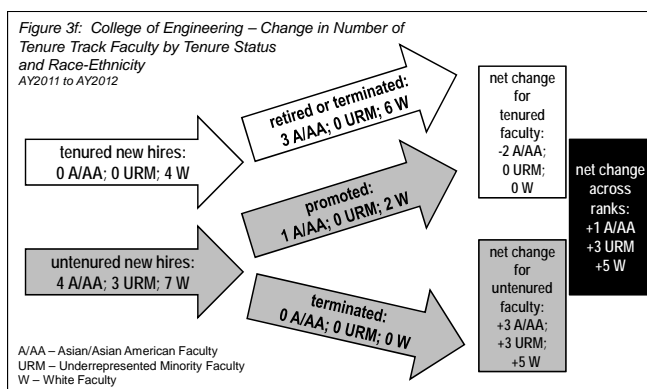
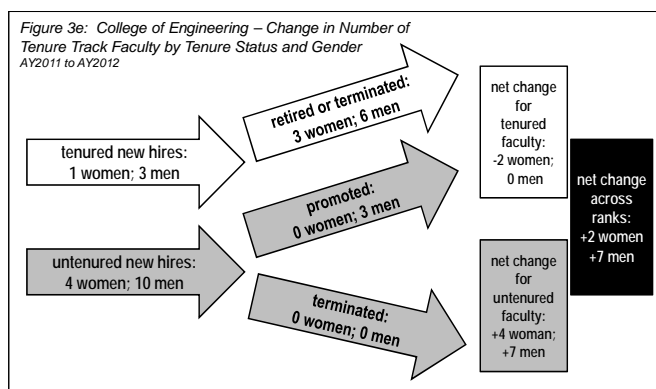
<sup>7</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

American at the associate and full professor ranks, respectively (11 of 54 and 42 of 201, respectively). For women, the proportion of Asian/Asian American faculty was highest at the associate professor rank (26%, or 5 of 19); 24% (5 of 21) of female assistant professors and 17% (3 of 18) of female full professors were Asian/Asian American.

Only 7% of female (4 of 58) and 5% (16 of 314) of male instructional faculty were underrepresented minority faculty. Female underrepresented minority faculty were present in the lower faculty ranks (14%, or 3 of 21, of female assistant professors and 5%, or 1 of 19, of female associate professors) and not represented at the rank of full professor; male underrepresented minority faculty comprised 5% (3 of 59) of male assistant professors, 9% (5 of 54) of male associate professors, and 4% (8 of 201) of male full professors.

**New Hires, Retirements/Terminations and Promotions.** For the period between March 2011 and March 2012, 28% (n=5) of the new College of Engineering tenure track faculty were women and 72% (n=13) were men; 22% (n=4) of these new faculty were Asian/Asian American, 17% (n=3) were underrepresented minority, and the remaining 61% (n=11) were white. During the same period, the College of Engineering lost 6 males (2 Asian/Asian American and 4 white faculty) and 3 female faculty (1 Asian/Asian American and 2 white faculty) to retirements or other terminations. Eleven faculty were promoted<sup>8</sup>: 2 female faculty (1 Asian/Asian American and 1 white faculty) and 9 male faculty (3 Asian/Asian American and 6 white faculty) were promoted from assistant to associate or associate to full professor.

Overall, from AY2011 to AY2012, the College of Engineering gained 4 female and 7 male untenured faculty while losing 2 female tenured faculty members; see Figure 3e. During the same time frame, the College gained 3 Asian/Asian American, 3 underrepresented minority, and 5 white untenured faculty members, while losing 2 Asian/Asian American tenured faculty members; see Figure 3f. Recruitment information from September 2011 through August 2012 can be found in Table 55

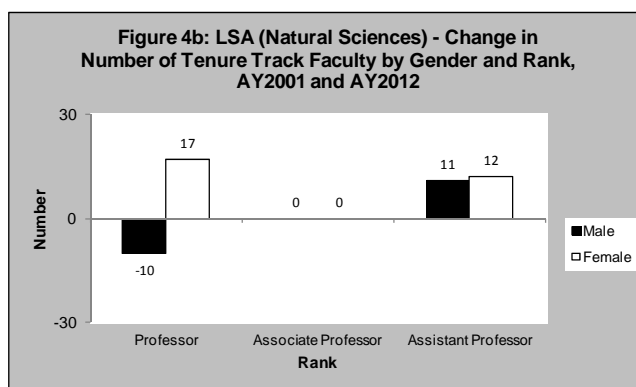
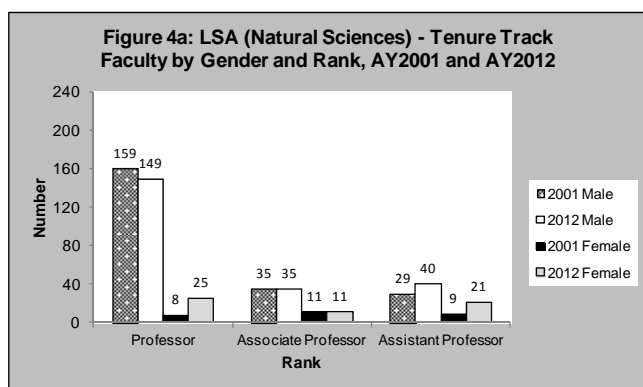


### College of LSA (Natural Sciences)

**Rates of Faculty by Rank.** In AY2012 the overall composition of faculty in the College of LSA Division of Natural Sciences was 20% female (n=57) and 80% male (n=224), 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 by one from AY2001 to AY2012 (<1%, 223 to 224), and the number of female faculty on the instructional track increased by 104% (28 to 57). The gender disparity in AY2012 was the greatest at the rank of full professor: only 14% (n=25) of full professors were women; however, this was three times the percentage (and number) of women full professors in AY2001 (5%, n=8). At the associate professor level, 24% (n=11) of the faculty were women, comparable to 24% (n=11) in AY2001, and at the assistant professor level, 34% (n=21) of the faculty were women, compared to 24% (n=9) in AY2001.

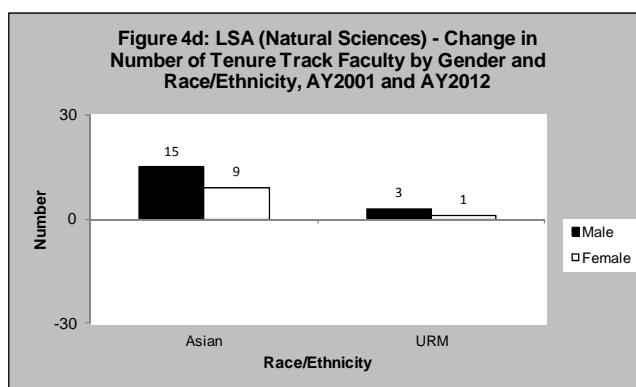
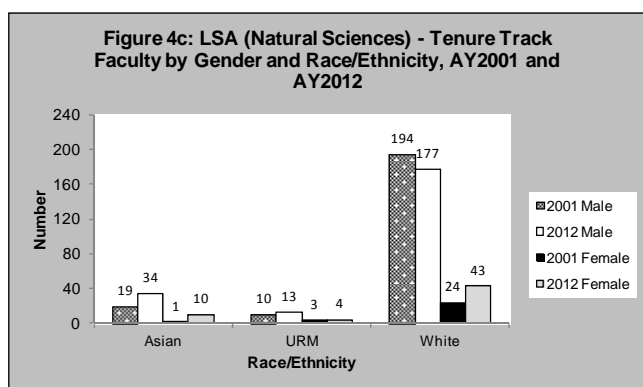
<sup>8</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>9</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



The racial/ethnic composition of the instructional faculty became slightly more diverse from AY2001 to AY2012; Asian/Asian American faculty comprised 16%, underrepresented minority faculty comprised 6%, and white faculty comprised 78% of instructional tenure track faculty in the Natural Sciences division in AY2012, compared to 8%, 5%, and 87%, respectively, in AY2001. The number of faculty increased from AY2001 to AY2012 by 2 white faculty, 24 Asian/Asian American faculty, and 4 underrepresented minority faculty; see Figures 4c-d. In AY2012, Asian/Asian American faculty had a larger presence at the associate professor level (26% or 12 of 46) than at the other two ranks (18% at the assistant level and 12% at the full professor level; 11 of 61 and 21 of 174, respectively). A smaller percentage of faculty were underrepresented minorities: 7% (4 of 61) of assistant professors, 7% (3 of 46) of associate professors, and 6% (10 of 174) of full professors.

Looking at race/ethnicity within gender in AY2012, 18% of female faculty (10 of 57) and 15% of male faculty (34 of 224) were Asian/Asian American; the percentage of female faculty who were Asian/Asian American ranged from 12% (n=3) at the full professor level to 27% (n=3) at the associate professor level. Asian/Asian American faculty comprised 26% of male faculty at the associate professor level (n=9) but only 12% of male faculty at the full professor level (n=18). Seven percent of female and 6% of male faculty were underrepresented minorities (4 of 57 and 13 of 224, respectively). A total of 4 female underrepresented minority faculty had appointments on the instructional track in the Natural Sciences: one at the rank of assistant professor and three at the rank of full professor (5% and 12%, respectively, of female faculty in these ranks). Male underrepresented minority faculty comprised 8% (3 of 40) of male assistant professors, 9% (3 of 35) of male associate professors, and 5% (7 of 149) of male full professors.



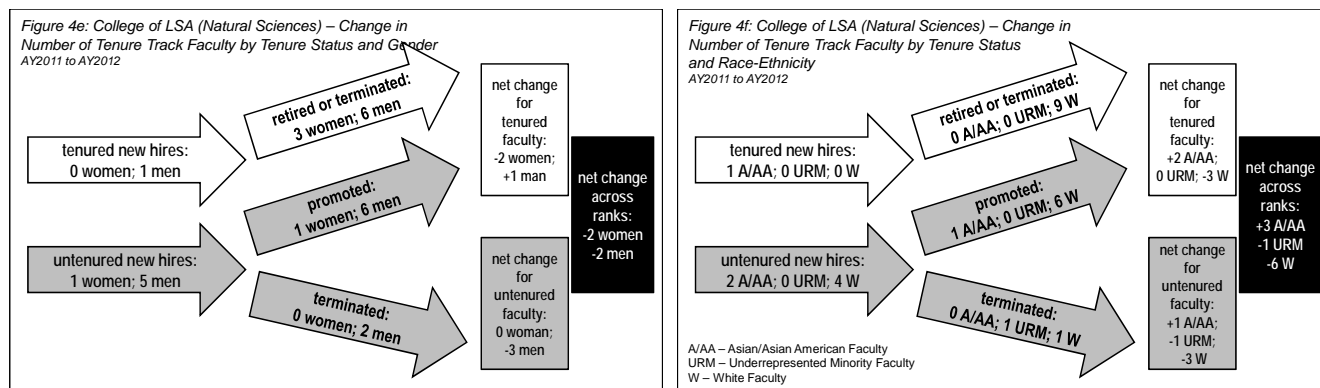
**New Hires, Retirements/Terminations and Promotions.** For the period between March 2011 and March 2012, women comprised 14% (n=1) and men comprised 86% (n=6) of new faculty in the LSA Natural Sciences Division. Of these, 57% (n=4) were white and 43% (n=3) were Asian/Asian American. During the same period, 3 women (all white) and 8 men (1 underrepresented minority and 7 white faculty) retired or terminated from the Natural Sciences. In addition, 16 faculty were reviewed for promotion<sup>10</sup>: 3 female faculty (all white faculty) and

<sup>10</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).



13 male faculty (3 Asian/Asian American and 10 white faculty) were promoted from assistant to associate or from associate to full.

Overall, during the period from March 2011 and March 2012, the Natural Sciences Division had a net loss of 2 female faculty (both tenured) and 2 male faculty (gain one tenured and lost three untenured); see Figure 4e<sup>11</sup>



The Natural Sciences Division experienced a net increase of 1 Asian/Asian American faculty and a net decrease of 1 underrepresented minority and 3 white faculty among untenured faculty between AY2011 and AY2012. It also had a net increase of 2 Asian/Asian American tenured faculty and a net decrease of 3 white tenured faculty; see Figure 4f. Recruitment information from September 2011 through August 2012 can be found in Table 56.

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

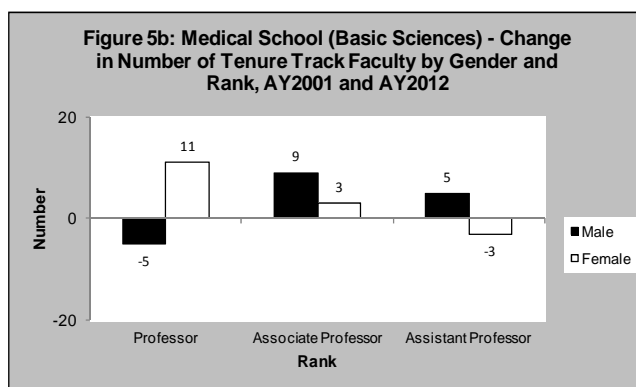
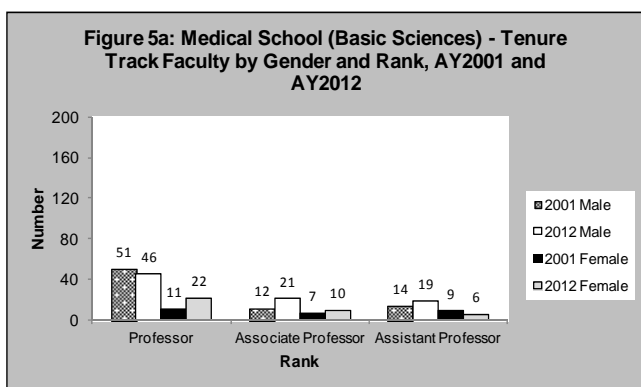
In AY2012, the overall composition of faculty on the instructional, or tenure, track in the Medical School Basic Sciences and Clinical departments combined was 26% (n=227) female and 74% (n=638) male, compared to 18% female and 82% male in AY2001. The gender disparity in AY2012 was the greatest at the highest rank of full professor: only 20% (n=90) of full professors were women. At the associate professor level, 29% (n=58) of the faculty were women, and at the assistant professor level, 36% (n=79) of the faculty were women.

In AY2012, Asian/Asian Americans comprised 18% (up from 8% in AY2001) and underrepresented minorities comprised 5% of instructional, tenure track faculty (comparable to the 4% in AY2001). The proportion of faculty who were Asian/Asian American decreased as we ascend the academic ladder: 32% (n=69) of assistant professors, 22% (n=45) of associate professors, and 9% (n=39) of full professors were Asian/Asian American. The percent of underrepresented minority faculty remained low across the ranks, ranging from 5% of associate professors (n=10) and full professors (n=23) to 6% of assistant professors (n=13).

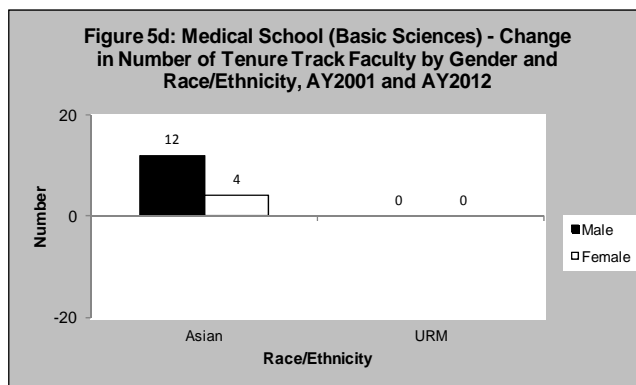
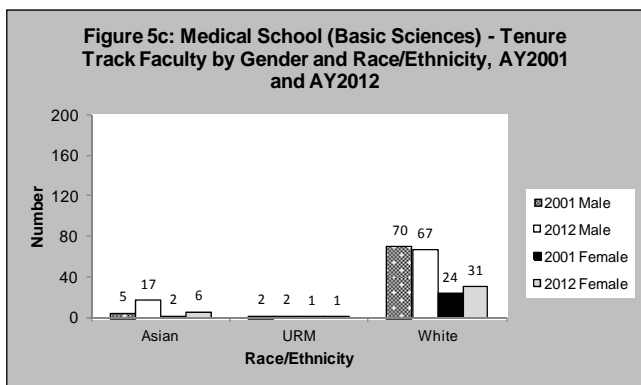
### Medical School (Basic Sciences Departments)

**Rates of Faculty by Rank.** The Basic Sciences departments in the Medical School were comprised of 31% (n=38) women and 69% (n=86) men in AY2012 (see Table 2 and Figures 5a-b). The number of female faculty increased from 27 to 38 from AY2001 to AY2012, and the number of male faculty increased from 77 to 86 during the same period; this represents a percent increase of 41% for women and 12% for men from AY2001 to AY2012. Proportionately, most women were at the associate professor (32%; 10 of 31) and full professor levels (32%; 22 of 68); 24% (6 of 25) of assistant professors were also women. Compared to AY2001, this represents an increase in the percentage of female faculty at the full professor level (from 18% to 32%), and a decrease in the percentage of female faculty at the assistant professor (from 39% to 24%) and the associate professor levels (from 37% to 32%).

<sup>11</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among all tenure track faculty during the period AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



From AY2001 to AY2012, the number of Asian/Asian American faculty increased by 15 (the proportion of the faculty who were Asian/Asian American increased from 7% to 19%); a majority of Asian/Asian American faculty were at the assistant professor level, where they comprised 44% of the faculty (11 of 25); the remaining Asian/Asian American faculty made up 23% (7 of 31) of associate professors and 7% (5 of 68) of full professors. Underrepresented minority faculty remained stable at 3 (and their proportion decreased from 3% to 2%); only 10% (n=3) of associate professors were underrepresented minorities. No underrepresented minority faculty held appointments as assistant or full professors. White faculty increased by 4 (however, the proportion of faculty who were white decreased from 90% to 79%); see Figures 5c-d.



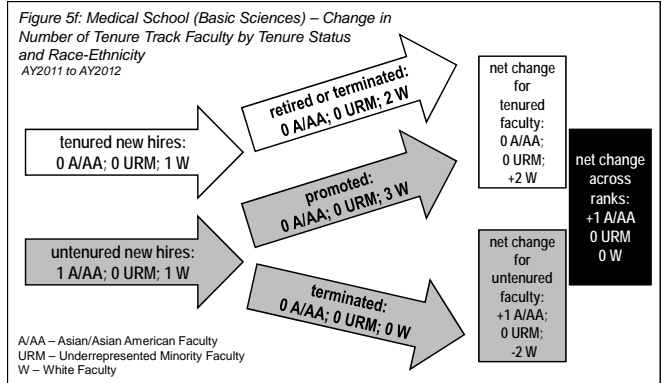
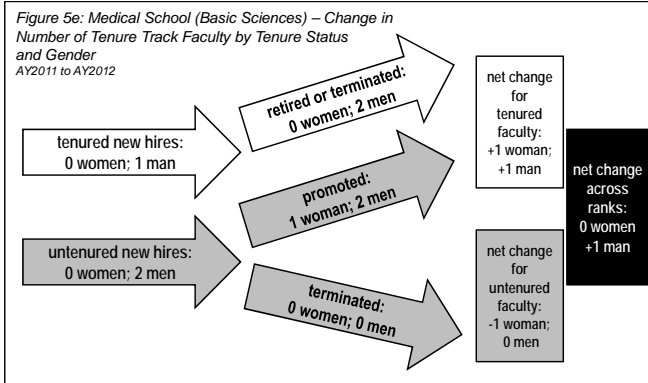
In AY2012, comparable proportions of female and male faculty were Asian/Asian American (16% and 20%, respectively). A total of 6 Asian/Asian American female faculty held appointments on the instructional track, comprising 17% (n=1) of female assistant professors, 20% (n=2) of female associate professors, and 14% (n=3) of female full professors. The proportion of male faculty who were Asian/Asian American decreased from the assistant professor level (53%; 10 of 19) to full professor level (4%; 2 of 46). Three percent of women and 2% of men were underrepresented minority faculty. All three (1 female and 2 males) underrepresented minority faculty were at the associate professor level, comprising 10% of female associate professors and 10% of male associate professors.

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012 none of the three new faculty on the instructional track (including 1 Asian/Asian American and 2 white faculty) were women; no underrepresented minority faculty were hired during this period. Two white male faculty retired or terminated during the same period. A total of 3 faculty were reviewed for promotion<sup>12</sup>: 1 female and 2 males (all white) were promoted from assistant professor to associate professor.

Overall, the Basic Sciences departments had a net decrease of 1 female untenured faculty member (and no change among male untenured faculty) as well as a net gain of 1 female and 1 male tenured faculty members;

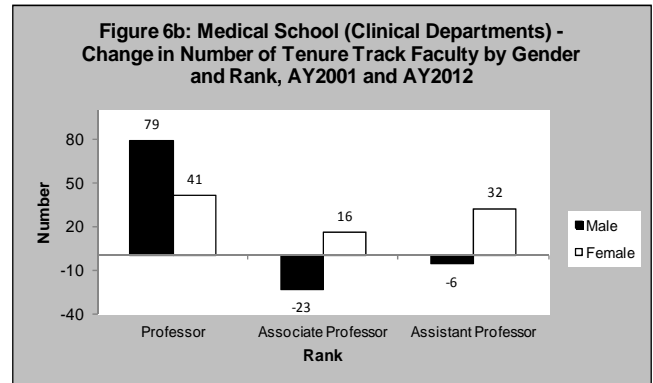
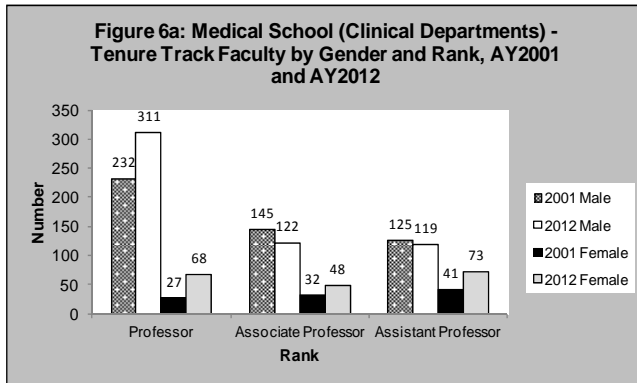
<sup>12</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

see Figure 5e<sup>13</sup>. In terms of race/ethnicity, the Basic Sciences departments experienced a net decrease of 2 white untenured faculty member, a net gain of 1 Asian/Asian American untenured faculty and 2 white tenured faculty, and no change in the number of underrepresented minority faculty; see Figure 5f. Recruitment information from September 2011 through August 2012 can be found in Table 57.



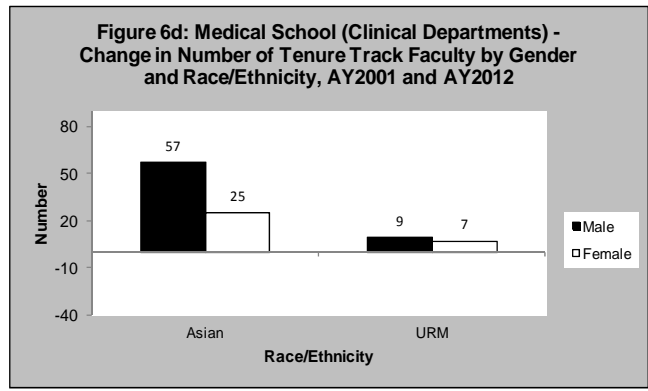
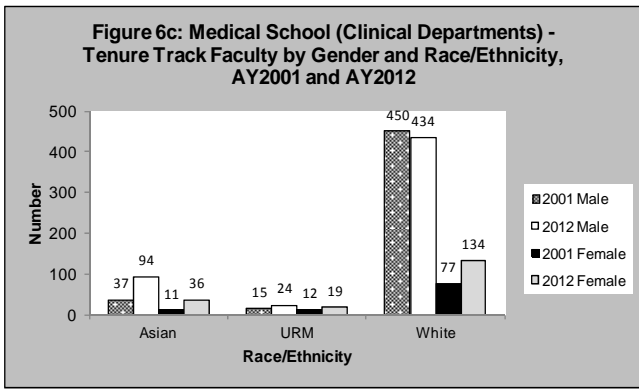
**Medical School (Clinical Departments)**

**Rates of Faculty by Rank.** In AY2012, women comprised 26% (n=189) and men comprised 74% (n=552) of the instructional track faculty in the Medical School’s Clinical departments, compared to 17% (n=100) and 83% (n=502), respectively, in AY2001; see Figures 6a-b and Table 2. Similar to AY2001, a majority of the female faculty were at the lowest rank of assistant professor, where they comprised 38% (n=73 of 192) of faculty at this level in AY2012. The proportion of women was lower at the associate professor rank (28%, n=48 of 170), but up from 18% in AY2001, and the proportion of women at the full professor rank increased from 10% in AY2001 to 18% in AY2012 (n=68 of 379 in AY2012).



From AY2001 to AY2012, the proportion of instructional faculty who were Asian/Asian American increased from 8% (n=48 of 602) to 18% (n=130 of 741); they comprised a lesser percentage of faculty at the highest ranks in AY2012: 30% (n=58 of 192) of assistant professors, 22% (n=38 of 170) of associate professors, and 9% (n=34 of 379) of full professors. The proportion of faculty who were underrepresented minorities remained generally stable at 4% in AY2001 (n=27 of 602) and 6% in AY2012 (n=43 of 741); they comprised a small proportion of faculty at each rank in AY2012 (7%, n=13, of assistant professors, 4%, n=7, of associate professors, and 6%, n=23, of full professors). See Figures 6c-d.

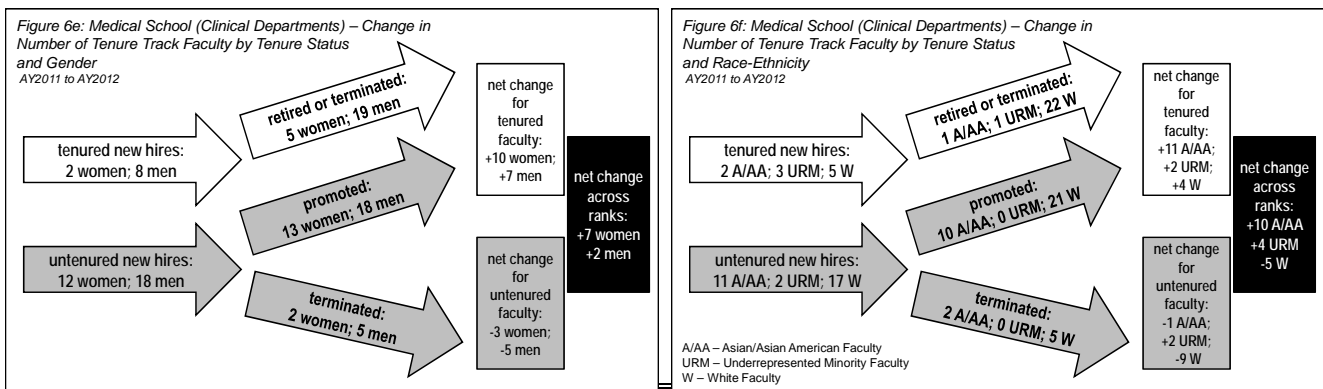
<sup>13</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among all tenure track faculty during the period AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



Within race/ethnicity groups, 19% (36 of 189) of female and 17% (94 of 552) of male instructional faculty were Asian/Asian American; 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 4-6% of male faculty at each rank. Ten percent (19 of 189) of female and 4% (24 of 552) of male faculty were underrepresented minorities in AY2012. Male underrepresented minority faculty comprised 4-6% of male faculty at each rank; female underrepresented minority faculty comprised a high of 16% (11 of 68) of female full professors and a low of 4% (2 of 48) of female associate professors.

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, 35% (n=14) of new faculty were women and 65% (n=26) were men; a majority (55%) of these new faculty were white (n=22), 33% (n=13) were Asian/Asian American, and the remaining 13% (n=5) were underrepresented minorities. Seven female faculty (1 underrepresented minority and 6 white faculty) and 24 male faculty (3 Asian/Asian American and 21 white faculty members) retired or terminated during the same period. A total of 53 faculty were promoted<sup>14</sup> to associate or full professor, including 23 females (10 Asian/Asian American, 2 underrepresented minority, and 11 white faculty) and 30 males (5 Asian/Asian American and 25 white faculty).

Overall, the Clinical departments had a net loss of 3 female and 5 male untenured faculty as well as a net gain of 10 female and 7 male tenured faculty members; see Figure 6e<sup>15</sup>. This represented a net loss of 1 Asian/Asian American and 9 white untenured faculty, and a net gain of 2 underrepresented minority untenured faculty. In the case of tenured faculty, the change represented a net gain of 11 Asian/Asian American, 2 underrepresented minority, and 4 white faculty members; see Figure 6f. Recruitment information from September 2011 through August 2012 can be found in Table 58.

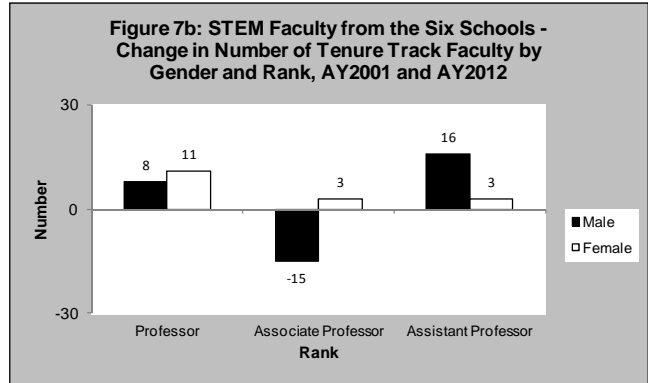
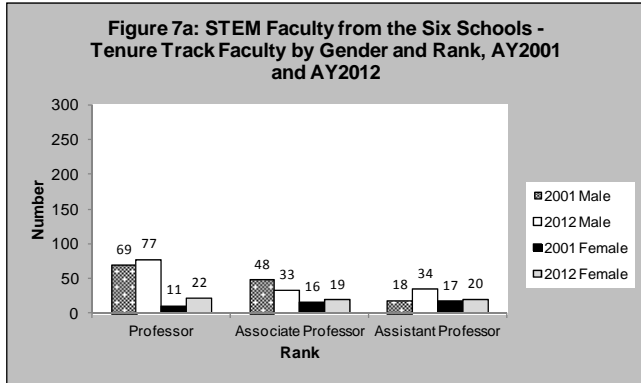


<sup>14</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

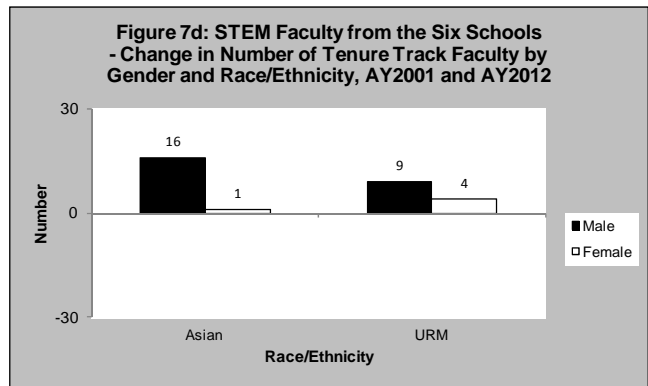
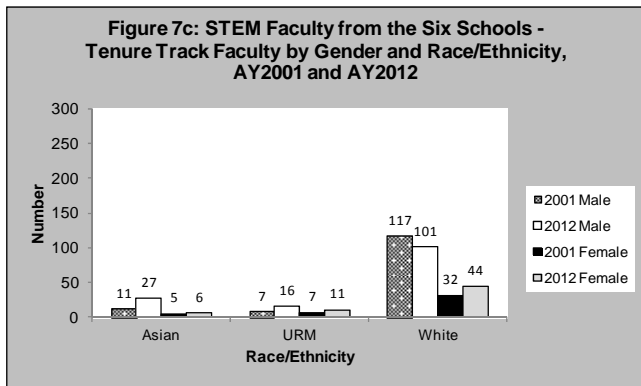
<sup>15</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among all tenure track faculty during the period AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

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

Rates of Faculty by Rank. Data for the entire faculty in these six schools can be found in Tables 46-53; however, in this section, we report only on their STEM faculty. In AY2012, the overall composition of STEM faculty across the six schools was 30% (n=61) female; this reflects an increase from AY2001 when women comprised 25% (n=44) of these instructional STEM faculty (see Table 2; see Figures 7a-b). From AY2001 to AY2012, the number of women increased by 39% (from 44 to 61), and the number of men increased by 7% (from 135 to 144). Looking at the STEM faculty by rank, the proportion of women was lowest at the rank of full professor: 37% (20 of 54) of assistant professors, 37% (19 of 52) of associate professors, and 22% (22 of 99) of full 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%.



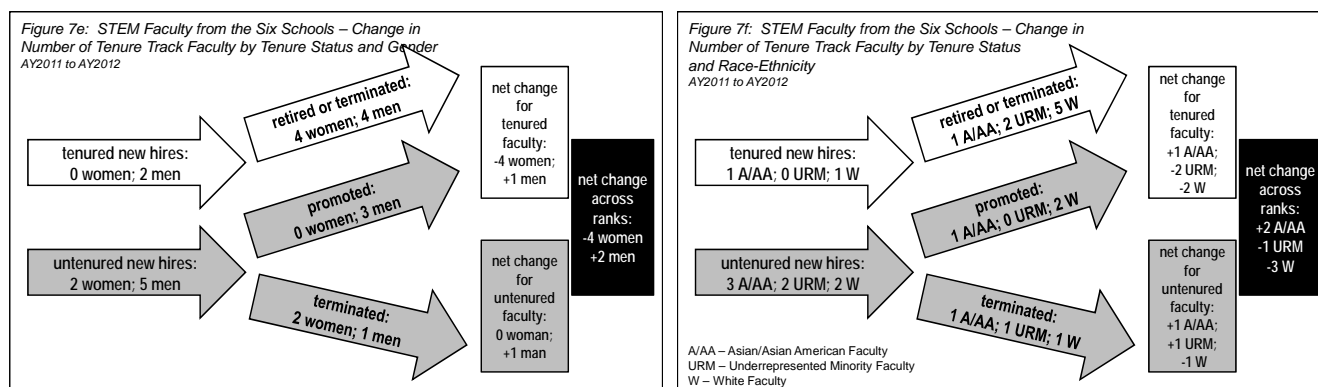
The proportion of white STEM faculty in the six additional schools decreased from 83% in AY2001 to 71% in AY2012. The proportion of Asian/Asian American faculty increased from 9% to 16%. Similar to other units, most Asian/Asian American faculty were at the assistant professor level, where they comprised 28% (15 of 54) of faculty at this rank; Asian/Asian American faculty comprised 13% (7 of 52) of associate professors and 11% (11 of 99) of full professors. The proportion of underrepresented minority faculty increased from 8% to 13%; across the six schools, underrepresented minority STEM faculty comprised 17% (n=9) of assistant professors, 17% (n=9) of associate professors, and 9% (n=9) of full professors. See Figures 7c-d.



A larger proportion of male faculty were Asian/Asian American compared with underrepresented minority faculty (19% and 11%, respectively). The proportions of Asian/Asian American and underrepresented minority male faculty were highest at the assistant professor level (38% and 18%, respectively); they comprised 12% and 15%, respectively of male associate professors and 13% and 6%, respectively, of male full professors. By contrast, a larger proportion of female faculty were underrepresented minority faculty compared with Asian/Asian American faculty (18% and 10%, respectively). The proportions of Asian/Asian American and underrepresented minority female faculty were highest at the associate professor level (16% and 21%, respectively); Asian/Asian American and underrepresented minority faculty comprised 10% and 15%, respectively, of female assistant professors and 5% and 18%, respectively, of female full professors.

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, 22% (n=2) of new STEM faculty on the instructional track were women and 78% (n=7) were men across these six schools. These new faculty included 4 Asian/Asian American, 2 underrepresented minority, and 3 white faculty members. The six schools lost 6 female faculty (1 Asian/Asian American, 1 underrepresented minority, and 4 white faculty) and 5 male faculty (1 Asian/Asian American, 2 underrepresented minority, and 2 white faculty) in STEM fields during AY2012 to retirement or other terminations. Two female faculty (1 underrepresented minority and 1 white faculty member) and 6 male faculty (2 Asian/Asian American and 4 white faculty) were promoted<sup>16</sup> from assistant professor to associate professor or associate professor to full professor.

Overall, during the period from AY2011 to AY2012 the six schools lost 4 female tenured STEM faculty and gained 1 male tenured and 1 male untenured STEM faculty; see Figure 7e<sup>17</sup>. In terms of race/ethnicity, they gained 1 Asian/Asian American and 1 underrepresented minority untenured faculty and 1 Asian/Asian American tenured faculty. At the same time, they lost 2 underrepresented minority and 2 white tenured faculty and 1 white untenured faculty; see Figure 7f. Recruitment information from September 2011 through August 2012 can be found in Table 59.



### CATEGORIZATION OF DEPARTMENTAL DEMOGRAPHICS IN TERMS OF GENDER & RACE/ETHNICITY

Following a procedure suggested by Frehill et al<sup>18</sup>, we assessed the sex ratio (percent of faculty by gender) and race/ethnicity ratio (percent of faculty by race/ethnicity) at two points in time (AY2001 and AY2012) for each of the schools (in the case of the six smaller schools) and by department (for CoE, LSA and MED) to assess change in faculty demographics, described by unit below. The sex ratio categories are defined as follows: low female representation (0-17% female); female minority (18-35% female); sex balanced (36-64% female); male minority (65-82% female); and low male representation (83-100% female)<sup>19</sup>. The race/ethnicity categories are defined as low underrepresented racial/ethnic group representation (0-9%); underrepresented racial/ethnic group minority (10-19%); and underrepresented minority group full representation (20% and over). Ideally, successful departments would be sex balanced (that is, 36-64% female) and have underrepresented minority group full representation (that is, more than 20% from an underrepresented racial/ethnic group). 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

In AY2001 three CoE departments had the highest female proportion in the college, reflected by a female minority sex ratio. In AY2012, two of these three departments still reflected a female minority sex ratio. Three additional departments that had previously reflected a female low representation ratio moved into this category.

<sup>16</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>17</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

<sup>18</sup> Frehill, L. M., Jeser-Cannavale, C., & Malley, J. E. (2007). Measuring outcomes: Intermediate indicators of institutional transformation. In A. J. Stewart, J. E. Malley, & D. LaVaque-Manty (Eds.), *Transforming science and engineering: Advancing academic women* (298-317). Ann Arbor, MI: University of Michigan Press.

<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.

One department moved in the opposite direction: from a female minority classification in AY2001 to a female low representation classification in AY2012. The remaining six departments were consistently classified as female low representation at both periods of time.

Two of 11 departments were coded as underrepresented racial/ethnic group minority in AY2001, and the remaining departments were coded as low representation. The situation had worsened slightly by AY2012, when 11 of 12 departments reflected low racial/ethnic group representation. In contrast, one department moved up to full racial/ethnic group representation in AY2012.

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

Comparing AY2012 to AY2001, four departments in the Division of Natural Sciences were coded as female low representation in AY2001 and female minority in AY2012. Two departments were coded as female minority both in AY2001 (prior to splitting into two separate departments) and in AY2012. The remaining two departments were coded as female low representation at both points.

In contrast, only one department in the Division of Natural Sciences improved in terms of racial/ethnic diversity (measured in terms of the proportion of faculty, by department, who are underrepresented minorities); this department was coded as underrepresented racial/ethnic group low representation in AY2001 and underrepresented racial/ethnic group minority in AY2012. One department was coded as underrepresented racial/ethnic group minority at both points in time, and the remaining six departments were coded in the least diverse race/ethnicity ratio category (underrepresented racial/ethnic group low representation) in AY2001 and AY2012.

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

Comparing AY2012 to AY2001, one department improved in terms of sex ratio; this department was coded as female minority in AY2001 and as sex balanced in AY2012. In contrast, one department was less diverse in terms of gender in AY2012, moving from female minority in AY2001 to female low representation in AY2012. Three of the remaining departments were coded as female minority and one was coded as sex balanced in AY2001 and AY2012.

In terms of race/ethnicity, 5 of the 6 Medical School Basic Sciences departments were coded as underrepresented racial/ethnic group low representation in AY2001 and AY2012; the remaining department was coded as underrepresented racial/ethnic group minority in AY2001 and underrepresented racial/ethnic group low representation in AY2012.

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

Ten of 19 Medical School Clinical departments improved in terms of sex ratio from AY2001 to AY2012. Of these, 2 departments increased from female low representation to sex balanced, and two departments increased from female minority to sex balanced; 6 departments were coded as female low representation in AY2001 and female minority in AY2012. The remaining nine departments were coded in the same sex ratio category in both AY2001 and AY2012. One department decreased from sex balanced in AY2001 to female minority in AY2012.

Comparing AY2012 to AY2001, 2 of the 19 Medical School Clinical departments moved up from underrepresented racial/ethnic group low representation in AY2001 and as underrepresented racial/ethnic group minority in AY2012; during the same period, one department experienced the reverse pattern. Of the remaining departments, one was coded as underrepresented racial/ethnic group minority and the remaining 15 departments were coded as underrepresented racial/ethnic group low representation during the same period.

### **Six Schools (Both STEM and Non-STEM Faculty)**

Based on the gender composition of the entire faculty (including both STEM and non-STEM faculty) at each school, one of the six schools was classified as sex balanced in AY2001; the remaining five schools represented a female minority sex ratio. These compositions were identical in AY2012.

Based on the racial/ethnic composition of the entire faculty at each school, one school was classified as underrepresented racial/ethnic group low representation both in AY2001 and AY2012. Two schools moved to an underrepresented racial/ethnic group minority ratio in AY2012 (from low representation in AY2001); in contrast, another school shifted from having full underrepresented racial/ethnic group representation in AY2001 to a

minority status in AY2012. The remaining two schools were consistently classified as underrepresented racial/ethnic group minority each year.

### 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 those who were hired as associate professors (see Charts 1a-b).

Chart 1a: Average Years in Rank for Associate Professors, by Hire Status and Gender as of AY2012

	Overall Average		Promoted to Assoc		Hired as Assoc	
	F	M	F	M	F	M
CoE	5.8	6.8	6.0	7.2	5.6	5.7
LSA- Natural Sciences	3.8	2.9	4.0	2.8	2.2	3.0
MED - Basic Sciences	5.9	5.8	5.9	6.2	--	3.4
MED - Clinical	3.1	6.1	3.0	6.1	4.0	6.3
Six Schools - STEM	7.4	8.9	7.9	9.5	5.3	6.7
Six Schools - All Faculty	7.6	9.4	8.0	10.1	4.9	7.2

### 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 AY2012; compared to AY2001, the average number of years was slightly higher in AY2012 for both male associate professors (6.3 and 6.8, respectively) and female associate professors (3.7 and 5.8, respectively). Of the 69 associate professors<sup>20</sup> in CoE in AY2012, 12 women and 37 men had been promoted into the rank at UM; the remaining 7 women and 13 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 comparable males (6.0 and 7.2, respectively); see Table 5 and Chart 1a. The average number of years in rank at UM for female associate professors hired into the rank was similar to the average for comparable males (5.6 and 5.7, respectively).

The average number of years at the associate professor level was highest for underrepresented minority faculty (9.3), compared to 7.2 for white faculty and 3.6 for Asian/Asian American faculty. The average number of years in rank for faculty who were promoted at UM followed a similar pattern: 11.7 for underrepresented minority (n=4), 7.5 for white (n=33), and 3.7 for Asian/Asian American (n=12) faculty. However, the average number years in rank was smaller for faculty hired as associate professors: 3.3 for Asian/Asian American (n=3), 4.3 for underrepresented minority (n=2), and 6.3 for white faculty (n=15); see Chart 1b.

Chart 1b: Average Years in Rank for Associate Professors, by Hire Status and Race/Ethnicity as of AY2012

	Overall Average			Promoted to Assoc			Hired as Assoc		
	Asian	URM	White	Asian	URM	White	Asian	URM	White
CoE	3.6	9.3	7.2	3.7	11.7	7.5	3.3	4.3	6.3
LSA- Natural Sciences	3.1	2.5	3.1	3.4	2.5	3.1	2.4	--	3.2
MED - Basic Sciences	7.4	7.9	5.0	7.4	10.0	5.2	--	3.8	3.2
MED - Clinical	3.2	6.0	5.9	3.0	6.5	5.8	4.1	2.7	6.5
Six Schools - STEM	3.3	6.9	9.7	3.5	9.2	9.6	3.0	2.5	10.3
Six Schools - All Faculty	3.4	7.2	10.0	4.0	8.6	10.0	2.6	2.5	9.8

### 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 female faculty in AY2001; the reverse was true in AY2012 (see Table 5 and Charts 1a-b). From AY2001 to AY2012, the average number of years in rank for male associate professors fell from 5.1 to 2.9, and the average for female associate professors dropped from 4.5 to 3.8. In AY2012 the average number of years in rank for female faculty who were promoted to associate professor at UM was greater than the average for comparable men (4.0 and 2.8; n=10 and 29, respectively), whereas the

<sup>20</sup> This number excludes the secondary appointments of associate professors who hold joint appointments in the College of Engineering.



average for female faculty hired as associate professors was less than the average for their male colleagues (2.2 and 3.4; n=1 and 6, respectively).

In AY2012, the average number of years in rank for all associate professors was the highest for white and Asian/Asian American faculty (3.1 in both cases), followed by 2.5 for underrepresented minority faculty (n=12, 3, and 31, respectively). The average for Asian/Asian American faculty promoted to the associate professor rank at UM was 3.4 (n=9), followed by 3.1 for white faculty and 2.5 for underrepresented minority faculty (n=27 and 3, 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 (2.4 and 3.2, respectively); no underrepresented minority associate professors were hired at the associate rank.

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

In the Medical School Basic Sciences departments, the average number of years in rank for all female associate professors was greater than the average for their male colleagues in AY2001 (5.6 and 3.1, respectively) and comparable in AY2012 (5.9 and 5.8, respectively). From AY2001 to AY2012, the average number of years in rank for associate professors increased from 3.1 to 5.8 for men and from 5.6 to 5.9 for women. In AY2012, the average number of years in rank for female faculty who were promoted to associate professor at UM was lower than the average for comparable males (5.9 and 6.2; n=10 and 18, respectively); see Table 5 and Chart 1a. The average number of years in rank for male faculty hired as associate professors in AY2012 was 3.4 (n=3), and there were no female faculty hired at the associate professor rank in AY2012.

Overall, the average number of years in the associate professor rank, from greatest to least, was 7.9 for underrepresented minority faculty, 7.4 for Asian/Asian American faculty, and 5.0 for white faculty in AY2012. Underrepresented minority faculty in the Basic Sciences departments who were promoted to associate professor at UM had the highest average number of years in rank (10.0; n=2), followed by Asian/Asian American faculty (7.2; n=7) and white faculty (5.2; n=19). The average number of years in rank for white faculty who were hired as associate professors (3.2; n=2) was lower than the average for the one comparable underrepresented minority faculty member (3.8); 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 AY2001 (3.5 and 5.3, respectively) and AY2012 (3.1 and 6.1, respectively). Moreover, from AY2001 to AY2012, the average number of years in rank for all male associate professors increased slightly (from 5.3 to 6.1) and dropped slightly for all female associate professors (from 3.5 to 3.1). 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 (3.0 and 6.1; n=39 and 103) and for those who were hired as associate professors (4.0 and 6.3; n=8 and 19); see Table 5 and Chart 1a.

In terms of race/ethnicity, the average number of years in rank for underrepresented minority faculty was 6.0, followed by white faculty (5.9) and Asian/Asian American faculty (3.2). The average number of years in rank for faculty promoted to associate at UM followed a similar pattern: underrepresented minority faculty had the highest average (6.5, n=6), followed by white faculty (5.8, n=107) and Asian/Asian American faculty (3.0, n=29). In contrast, the average number of years in rank for faculty hired as associate professors was 6.5 (n=18) for white faculty, 4.1 (n=8) for Asian/Asian American faculty, and 2.7 (n=1) for underrepresented minority faculty; see Chart 1b.

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

The average number of years in rank for female associate professors (STEM faculty) in the six schools was less than the average for their male colleagues in AY2001 (9.1 and 11.3, respectively) and AY2012 (7.4 and 8.9, respectively). From AY2001 to AY2012, the average number of years in rank for male associate professors fell from 11.3 to 8.9, and the average for female associate professors fell from 9.1 to 7.4. 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 (9.5 and 7.9, respectively); the same was true for male and female associate professors hired as this rank (6.7 and 5.3, respectively); see Table 5 and Chart 1a.

Overall, white faculty had the highest average years in rank (9.7), followed by underrepresented minority faculty (6.9) and Asian/Asian American faculty (3.3). This same pattern held true for associate professors promoted to the rank of associate professor (9.6 for white faculty (n=31), 9.2 for underrepresented minority faculty (n=6), and 3.5 for Asian/Asian American faculty (n=4)), and for those hired at the associate rank (10.3 for white faculty (n=5), 3.0 for Asian/Asian American faculty (n=3), and 2.5 for minority faculty (n=3)); see Chart 1b. See Section XII (page 59) for a discussion of the average number of years in the associate professor rank for all faculty (both STEM and non-STEM) from the six schools.

## V. STEM 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 Sciences departments, the Medical School Clinical departments, and STEM faculty from the six schools with both STEM and non-STEM faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)<sup>21</sup>. There are actually two (not entirely distinct) research paths; however, 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 research track increased from 9% (n=5) in AY2001 to 18% (n=15) in AY2012 (see Table 3). The number of men increased by 15 (from 53 to 68) 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 higher percentage (25%; 12 of 48) of assistant research scientists in AY2012. One woman was at the rank of associate research scientist in AY2012, comprising 6% of the faculty at this rank; the two remaining women were at the research scientist level, comprising 12% of the faculty at this rank in AY2012.

From AY2001 to AY2012, the proportion of white research track faculty decreased from 79% to 74%; the representation of Asian/Asian American research track faculty increased from 17% to 24%, and the representation of underrepresented minority faculty decreased from 3% to 2%. The majority of Asian/Asian American research track faculty were at the assistant level (comprising 35%, or 17, of faculty at this rank). The remaining 3 Asian/Asian American faculty were at the associate research scientist and research scientist levels, making up 11% and 6%, respectively, of the faculty at these ranks. There was 1 underrepresented minority faculty each at the assistant and associate research scientist levels, comprising 2% and 6%, respectively, of faculty at these ranks.

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, 33% (n=3) of the new College of Engineering research track faculty were women and 67% (n=6) were men; 56% (n=5) of these new faculty were Asian/Asian American and the remaining 44% (n=4) were white. During the same time frame, the College lost 4 white male research faculty to retirements or other terminations, and 1 female and two male white research faculty were promoted<sup>22</sup> from assistant to associate research scientist.

### College of LSA (Natural Sciences)

**Rates of Faculty by Rank.** The proportion of women on the research track in the Natural Sciences increased from AY2001 to AY2012 (20% to 26%, respectively); see Table 3. The number of women and men increased by 5 and 8, respectively, over this time period. In AY2012, 6 out of 11 women were at the rank of assistant research scientist, and the remaining female faculty were at the associate (n=3) and full levels (n=2), comprising 25%, 30%, and 22%, respectively, of faculty at each rank (compared to 24%, 0%, and 50% in AY2001).

From AY2001 to AY2012, the number of white faculty on the research track decreased from 87% to 60% (although the actual number of white faculty did not change, n=26), Asian/Asian American faculty increased from 10% to 35% (from 3 to 15), and underrepresented minority faculty increased from 3% to 5% (from 1 to 2). A majority of the Asian/Asian American faculty were concentrated at the assistant research scientist rank, where they comprised 46% of faculty in this rank in AY2012; they comprised 40% of associate research scientists, and no Asian/Asian American faculty held the rank of research scientist in AY2012. Two underrepresented minority faculty held appointments on the research track, including one female assistant research scientist and one male research scientist (these faculty comprised 4% and 11%, respectively, of the faculty at these two ranks).

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, nine female faculty (all white faculty) and 6 male faculty (3 Asian/Asian American and 3 white faculty) joined the

<sup>21</sup> It is important to note here that the School of Information did not have any STEM faculty on the research track in AY2012.

<sup>22</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

research track. Two female research track faculty (1 underrepresented minority and 1 white faculty member) retired or terminated from the University during AY2012. Three research track faculty member were promoted during AY2012<sup>23</sup>, including 1 Asian/Asian American female and 2 white male faculty.

### **Medical School (Overall - Basic Sciences and Clinical Departments)**

In AY2012, women comprised 36% (n=59) and men comprised 64% (n=103) of faculty on the research track in the Medical School Basic Sciences and Clinical departments combined, compared to 30% and 70%, respectively, in AY2001. A majority of female (75%) and male (78%) research track faculty were at the lowest rank of assistant research scientist.

In AY2012, Asian/Asian Americans comprised 42% and underrepresented minorities comprised 2% of research track faculty, compared to 23% and 5%, respectively, in AY2001. Forty-three percent (n=53) of assistant and 48% (n=15) of associate research scientists were Asian/Asian American in AY2012; no Asian/Asian American faculty held a research scientist appointment in AY2012. Very few underrepresented minorities held appointments on the research track, comprising only 2% (n=3) at the assistant and 3% (n=1) at the associate research scientist levels; no underrepresented minorities held appointments as research scientists.

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

Rates of Faculty by Rank. From AY2001 to AY2012, the number of faculty on the research track in the Basic Sciences departments increased by 2, and the proportion of women increased from 29% to 42% (see Table 3). No faculty held the rank of research scientist, and only one male faculty member held the rank of associate research scientist. All of the female faculty were at the rank of assistant research scientist (and comprised 44%, or 8 of 18, of the faculty at this level).

The number of white faculty on the research track decreased by 3, Asian/Asian American faculty increased by 6, and underrepresented minority faculty decreased by 1 between AY2001 and AY2012. The percentage of white faculty decreased from 88% in AY2001 to 63% in AY2012 (from 15 to 12); the percentage of Asian/Asian American faculty increased from zero to 32% (from 0 to 6), and the percentage of underrepresented minority faculty decreased from 12% to 5% (from 2 to 1).

New Hires, Retirements/Terminations and Promotions. Between March 2011 and March 2012, 5 faculty joined the research track as assistant research scientists, including 1 Asian/Asian American female faculty member and 4 white male faculty members. One white male faculty member retired or terminated during the same period. No research track faculty were promoted during AY2012<sup>24</sup>.

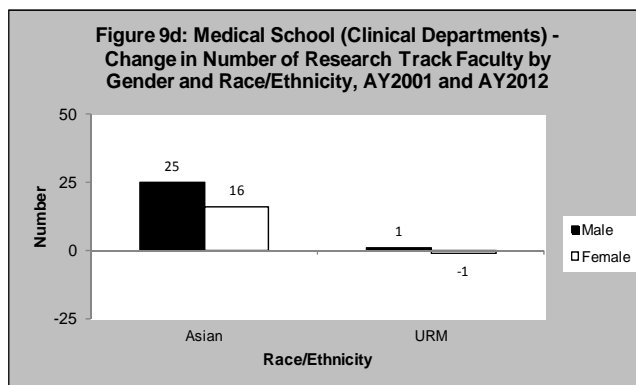
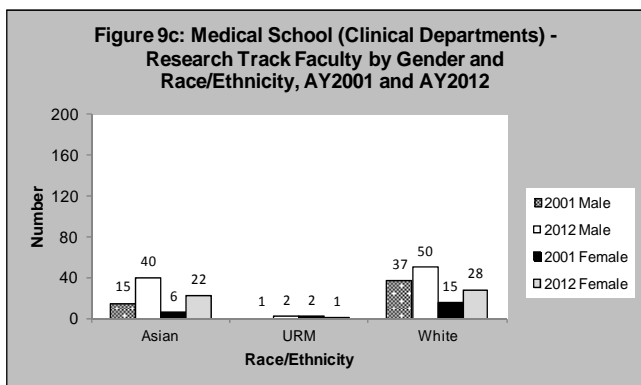
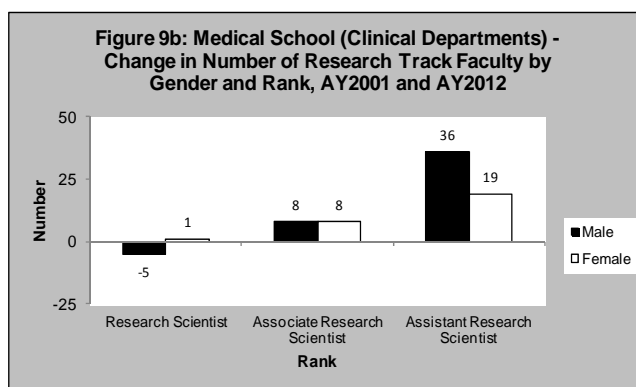
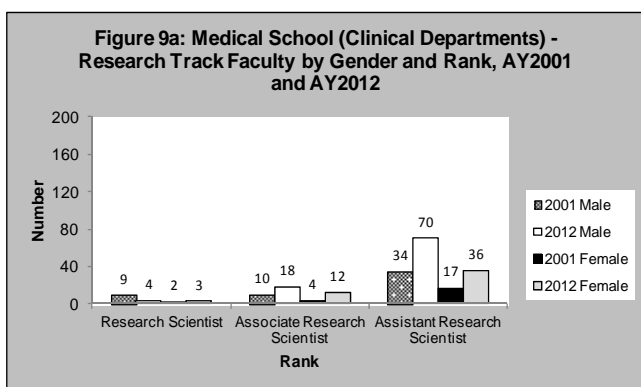
### **Medical School (Clinical Departments)**

Rates of Faculty by Rank. In the Medical School Clinical departments, women comprised 36% (n=51) of research track faculty in AY2012, up from AY2001 when the rate was 30%; the proportion of men on the research track decreased from 70% in AY2001 to 64% (n=92) in AY2012 (see Table 3 and Figures 9a-b). Three-quarters of both female and male faculty on the research track were at the rank of assistant research scientist in AY2012 (71% of women and 76% of men). By rank, women comprised 34% (36 of 106) of assistant research scientists, 40% (12 of 30) of associate research scientists, and 43% (3 of 7) of research scientists; compared to AY2001, women comprised a comparable proportion of assistant research scientists (33% to 34%) and a greater proportion of associate research scientists (29% to 40%) and research scientists (18% to 43%).

In AY2012, 43% (62 of 143) of the research track faculty were Asian/Asian American, up from 28% in AY2001; the proportion of underrepresented minority faculty remained stable at about 2% from AY2001 to AY2012; see Figures 9c-d. More than three-quarters (77%) of Asian/Asian American faculty (men and women combined) were at the lowest rank of assistant research scientist in AY2012, and the remaining Asian/Asian American faculty were at the rank of associate research scientist. Three underrepresented minority faculty held appointments on the research track in AY2012: two male assistant research scientists and one female associate research scientist.

<sup>23</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>24</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).



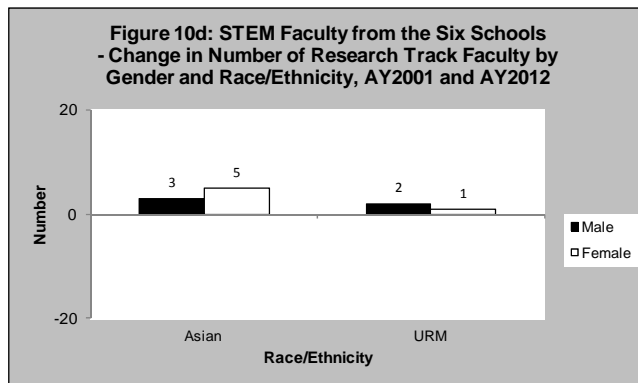
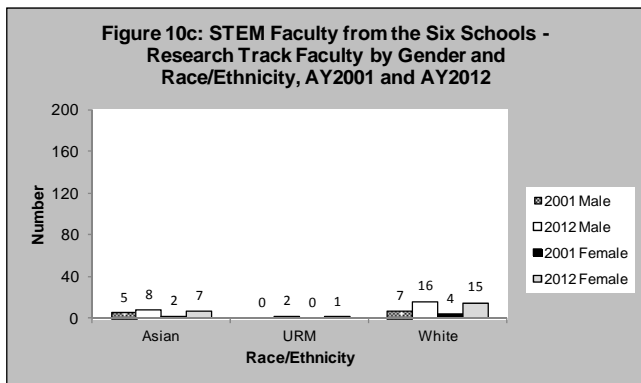
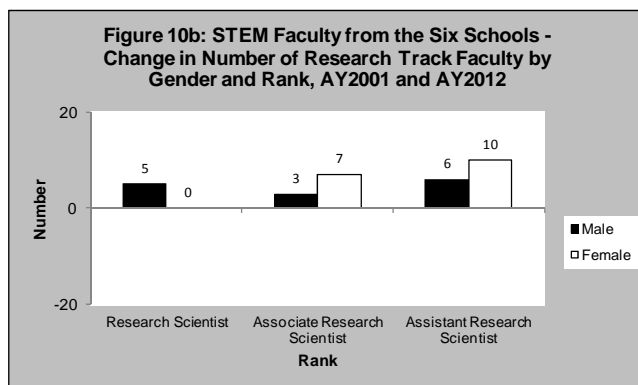
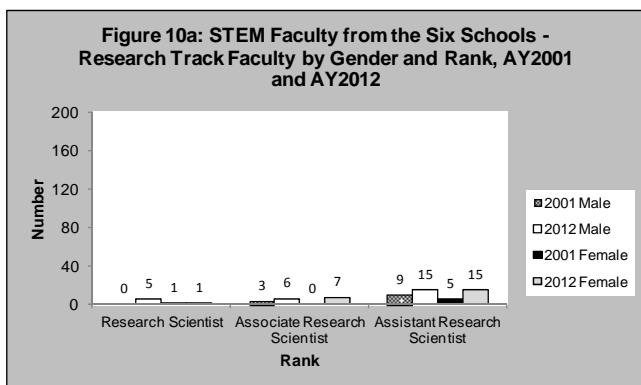
**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, women comprised 35% (n=8) and men comprised 65% (n=15) of new faculty on the research track. Of these, 47% (n=11) were white, 43% (n=10) were Asian/Asian American, and 9% (n=2) were underrepresented minority faculty. Seven female faculty (1 Asian/Asian American, 2 underrepresented minority, and 4 white faculty members) and 8 male faculty (4 Asian/Asian American, 1 underrepresented minority, and 3 white faculty members) retired or terminated during the same period. Five female faculty (1 Asian/Asian American and 4 white faculty members) and 5 male faculty (4 Asian/Asian American and 1 white faculty members) were promoted to associate research scientist or research scientist in AY2012<sup>25</sup>.

**STEM Faculty from the Six Schools with both STEM and Non-STEM 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 47% (n=23) from AY2001 to AY2012 (see Table 3 and Figures 10a-b). In AY2012, a majority of the women were at the assistant research scientist level (n=15, comprising 50% of faculty at this rank); 7 female faculty were at the associate and 1 female faculty member was at the research scientist levels, comprising 54% and 17%, respectively, of faculty at these ranks.

From AY2001 to AY2012, the number of Asian/Asian American research faculty increased by 8, white faculty increased by 20, and underrepresented minority faculty increased by 3; as a result, the percentage of Asian/Asian American faculty dropped from 39% to 31% in AY2012, white faculty increased from 61% to 63%, and underrepresented minority faculty increased from 0% to 6% in AY2012 (see Figures 10c-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 two remaining Asian/Asian American research faculty were at the ranks of associate research scientist and research scientist, comprising 8% and 17%, respectively, of faculty at these ranks. All three underrepresented minorities were at the rank of assistant research scientist, comprising 10% of faculty at this rank in AY2012.

<sup>25</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).



**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, the new STEM research faculty in the six schools included 2 females (1 Asian/Asian American and 1 underrepresented minority faculty member) and 2 males (1 Asian/Asian American and 1 white faculty). STEM faculty on the research track lost 4 women (2 Asian/Asian American and 2 white faculty) and 8 men (3 Asian/Asian American and 5 white faculty members) to retirement or termination in AY2012. One white female faculty member was promoted<sup>26</sup> to associate research scientist during this period.

<sup>26</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

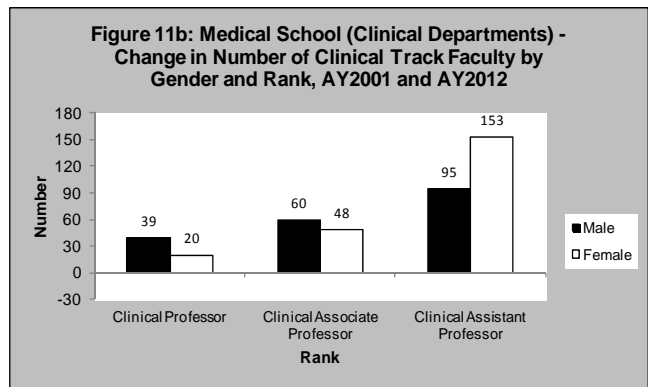
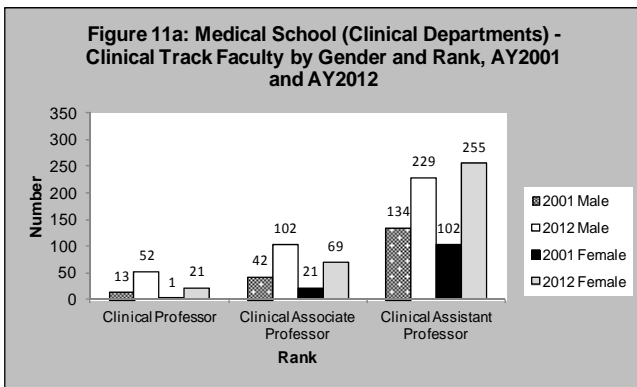
**VI. STEM CLINICAL TRACK FACULTY**

**OVERVIEW**

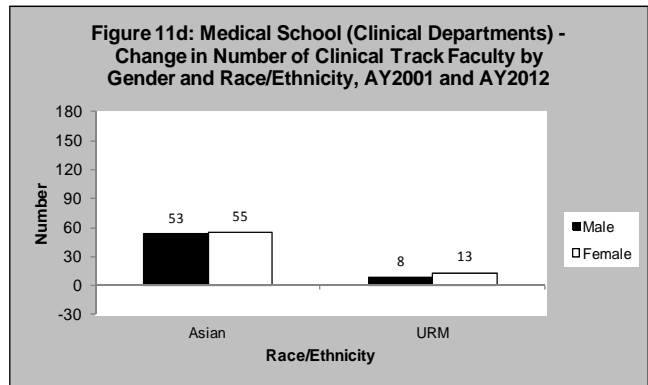
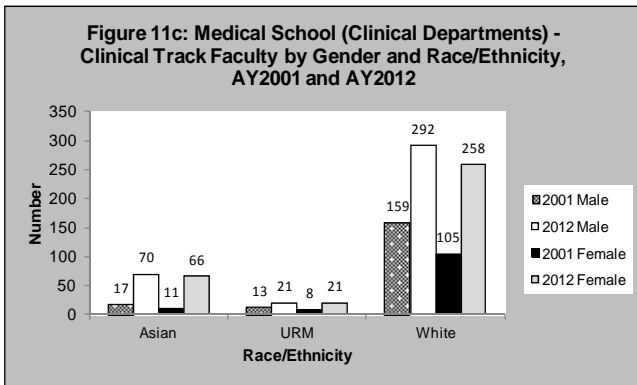
Here we report on the Colleges and Schools that have faculty on the clinical track; this includes the Medical School Clinical departments and STEM faculty from the six schools with both STEM and non-STEM faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)<sup>27</sup>.

**Medical School (Clinical Departments)**

**Rates of Faculty by Rank.** Across all ranks, women comprised 47% (n=345) and men comprised 53% (n=383) of faculty on the clinical track in AY2012, compared to 40% and 60%, respectively, in AY2001 (see Table 4 and Figures 11a-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 60% of men) in AY2012, down from 82% of women and 71% of men in AY2001. Fewer women were at the highest rank: 53% (255 of 484) of clinical assistant professors, 40% (69 of 171) of clinical associate professors, and 29% (21 of 73) of clinical professors were women in AY2012. The proportion of women at each rank increased from AY2001 to AY2012: 43% to 53% for clinical assistant professors, 33% to 40% for clinical associate professors, and 7% to 29% for clinical professors.



In AY2012, Asian/Asian American faculty comprised 19% (136 of 728) and underrepresented minority faculty comprised 6% (42 of 728) of faculty on the clinical track (see Figures 11c-d), compared to 9% and 7%, respectively, in AY2001. About three-fourths of both Asian/Asian American (74%) and underrepresented minority (74%) faculty held the rank of clinical assistant professor in AY2012. Only six Asian/Asian American and 2 underrepresented minority faculty held the highest rank of clinical professor in AY2012.



**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, women comprised 51% (n=44) and men comprised 49% (n=43) of new faculty on the clinical track. Two-thirds (69%) of these new faculty were white (n=60), 25% (n=22) were Asian/Asian American, and the remaining 6% (n=5) were underrepresented minority faculty. Seventeen female faculty (7 Asian/Asian American, 1

<sup>27</sup> It is important to note here that the School of Natural Resources and Environment did not have any STEM faculty on the clinical track in AY2012.

underrepresented minority, and 9 white faculty members) and 22 male faculty (6 Asian/Asian American, 1 underrepresented minority, and 15 white faculty members) retired or terminated during the same period. A total of 9 women and 21 men were promoted to clinical associate professor or to clinical professor in AY2012<sup>28</sup>. Two-thirds (n=20) of faculty promoted were white, and 33% (n=10) were Asian/Asian American. No underrepresented minority faculty were promoted during AY2012.

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

Rates of Faculty by Rank. In AY2012, there were 36 female clinical track faculty (STEM faculty), representing 49% of the clinical track faculty in the six additional schools (see Table 4); this reflects an increase from AY2001, when women comprised 46% (n=22) of the clinical track faculty. In AY2012, women comprised 50% (n=20) of clinical assistant professors, 58% (n=14) of clinical associate professors, and 20% (n=2) of clinical professors.

The proportion of underrepresented minority clinical faculty increased slightly from 13% in AY2001 to 15% in AY2012; the proportion of Asian/Asian American faculty increased from 8% to 16%, and the proportion of white faculty decreased from 79% to 69%. In AY2012, Asian/Asian American faculty comprised 15% (6 of 40) of clinical assistant professors and 25% (6 of 24) of clinical associate professors; no Asian/Asian American faculty held the rank of clinical professor. Underrepresented minority faculty comprised 10% (n=4), 21% (n=5), and 20% (n=2) of the assistant, associate, and full clinical professor ranks, respectively.

New Hires, Retirements/Terminations and Promotions. Between March 2011 and March 2012, the new faculty in the six schools included 4 females (3 Asian/Asian American and 1 white faculty) and 6 males (1 underrepresented minority and 5 white faculty) on the clinical track. The six schools lost 3 male faculty (1 Asian/Asian American and 2 white faculty) and 2 female faculty (both white) to retirement or termination during AY2012. In addition, 1 underrepresented minority male and 4 white female faculty were promoted in AY2012<sup>29</sup>.

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<sup>28</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>29</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).



## VII. 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 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 11-15), administrative appointments at the department, college, and university levels (see Tables 16-20), and service on executive committees at the department and college levels (see Tables 21-25). These appointments are largely held by full professors, but also by associate professors, so we considered both associate professors and full 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 AY2012 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 AY2012. 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 STEM and non-STEM 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 48, respectively. Overall, male full professors held named professorships at a higher rate than women (38% versus 28%, respectively) in AY2012 (see Table 6). If women held these appointments at the same rate as men, we would expect 7 women to have had named professorships (compared to the 5 women who had one).

From AY2001 to AY2012, the number of Asian/Asian American faculty with named professorships increased by 12, underrepresented minority faculty increased by 4, and white faculty increased by 36. Half (50%) of underrepresented minority professors, 38% of white professors, and 33% of Asian/Asian American professors held named professorships; however, no female underrepresented minority faculty held a named professorship in AY2012. If Asian/Asian American faculty held named professorships at the same rate as white faculty, we would expect two additional Asian/Asian American faculty to have held these appointments (bringing the total to 17).

#### College of LSA (Natural Sciences)

In relation to AY2001, we found a net increase of 12 females and 35 males with named professorships in the Natural Sciences. Overall, in AY2012 female faculty held named professorships at a higher rate than men (48% versus 38%, respectively); see Table 7. From AY2001 to AY2012, the number of Asian/Asian American faculty with named professorships increased by 4, underrepresented minority faculty increased by 4, and white faculty increased by 39. In AY2012, 50% of underrepresented minority faculty, 41% of white faculty, and 24% 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 four additional Asian/Asian American faculty to have held named professorships (bringing the total to 9) in AY2012.

### **Medical School (Overall - Basic Sciences and Clinical Departments)**

In AY2012, female full professors in the Medical School held named professorships at a lower rate than male full professors (22% and 36%, respectively). If female full professors held named professorships at the same rate as their male colleagues, at least 32 women (up from 19) would have held named professorships in AY2012. During the same period, 45% of Asian/Asian American, 35% of underrepresented minority, and 32% of white faculty (at the rank of full professor) held named professorships.

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

The Medical School Basic Sciences departments reported a net increase of 3 female and 6 males in named professorships from AY2001 to AY2012. Overall, male full professors held named professorships at a higher rate than female faculty (24% and 18%, respectively); if women held named professorships at the same rate as men, 5 women would have held named professorships (compared to the 4 women who held one); see Table 8. From AY2001 to AY2012, the number of Asian/Asian American faculty with a named professorship increased by 2, and the number of white faculty increased by 7. In AY2012, 40% of Asian/Asian American faculty and 21% of white faculty held named professorships. No underrepresented minority faculty held the rank of full professor in AY2012; therefore, none were eligible for a named professorship.

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

When comparing AY2008 to AY2012, the number of female full professors in the Medical School Clinical departments with named professorships increased by 5 (to 15) and the number of male full professors increased by 35 (to 117). Overall, male full professors in the Medical School Clinical departments held named professorships at a higher rate than female full professors (38% and 22%, respectively) in AY2012; see Table 9. If women held these professorships at the same rate as men, we would expect 25 female full professors (up from 15) to have held named professorships. Underrepresented minority (35%) and white (34%) faculty held these appointments (overall) at comparable rates; 45% of Asian/Asian American faculty held named professorships in AY2012.

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

Female full professors (STEM faculty) held named professorships at a lower rate than men in AY2009 (8% and 18%, respectively) and in AY2012 (23% and 34%, respectively); see Table 10. Half (55%) of Asian/Asian American full professors, 33% of underrepresented minority full professors, and 28% of white full professors held a named professorship in the six schools during AY2012, compared to 50%, 0%, and 14%, respectively, in AY2009.

## **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 4 and the number of men increased by 1 from AY2001 to AY2012. In addition, the number of white faculty serving on these committees increased by 1, underrepresented minority faculty decreased by 1, and Asian/Asian American faculty increased by 5. In AY2012, female associate professors and full professors served on all department and college level tenure/promotion committees at a lower rate than men (19% and 24%, respectively); see Table 11. If women served at the same rate as men, we would expect an additional 2 women to have served on such a committee (bringing the total to 9). During AY2012, Asian/Asian American faculty served on tenure/promotion committees at a rate of 28%, underrepresented minority faculty served at a rate of 14%, and white faculty served at a rate of 22%.

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

The number of female senior faculty who served on college or department level tenure/promotion committees increased by 7 (to 13), and the number of men who served at both levels increased by 29 (to 74) from AY2001 to AY2012. Overall, women served on tenure/promotion committees at a slightly lower rate than men in AY2012 (36% and 40%, respectively); see Table 12. If women served at the same rate as men, we would expect 1 more female senior faculty member to have served on a committee in AY2012. From AY2001 to AY2012, the number of Asian/Asian American faculty who served on tenure/promotion committees increased by 9, underrepresented minority faculty increased by 3, and white faculty increased by 24. Forty-one percent of white senior faculty served on tenure/promotion committees, followed by 36% of Asian/Asian American faculty and 31% of underrepresented minority faculty; if Asian/Asian American and underrepresented minority faculty held

appointments on tenure/promotion committees (either level) at the same rate as their white colleagues, we would expect 2 more Asian/Asian American faculty and 1 more underrepresented minority faculty member to have held such appointments in AY2012 (bringing the total to 14 and 5, respectively).

### **Medical School (Overall - Basic Sciences and Clinical Departments)**

In AY2012, female associate professors and full professors served on tenure/promotion committees at a higher rate than men (21% and 19%, respectively) in the Medical School. White faculty served on tenure/promotion committees at a rate of 20%, followed by Asian/Asian Americans (18%) and underrepresented minorities (6%) in AY2012. If Asian/Asian American and underrepresented minority faculty served on tenure/promotion committees at the same rate as white faculty, we would expect 1 more Asian/Asian American and 5 more underrepresented minority faculty associate and full professors to have served on these committees in AY2012.

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

In relation to AY2001, there was an overall decrease of 3 female and 24 male senior faculty with appointments on tenure/promotion committees (college and department levels combined). Overall, women served on tenure/promotion committees at a higher rate than men (31% and 27%, respectively) in AY2012 (see Table 13). White faculty served at a higher rate (30%) than Asian/Asian American (25%) 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 committees in the Medical School Basic Sciences departments (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) increased by 2 (to 20), and the number of men remained the same from AY2008 to AY2012. Women served at a comparable rate to men: 18% of women and 17% of men at the associate professor and full professor ranks served on tenure/promotion committees in AY2012 (see Table 14). White faculty served at a rate of 18%, followed by Asian/Asian Americans (17%) and underrepresented minorities (7%) in AY2012, compared to 19%, 12%, and 19%, respectively, in AY2008. In AY2012, if Asian/Asian American and underrepresented minority faculty served on tenure/promotion committees at the same rate as white faculty, we would expect 1 more Asian/Asian American and 3 more underrepresented minority faculty to have served in AY2012.

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

In the six schools, senior female faculty (STEM faculty) served on tenure/promotion committees at a higher rate than their male colleagues in AY2009 (18% and 15%, respectively), but at a lower rate in AY2012 (15% and 24%, respectively); see Table 15. White faculty served on such committees at a rate of 23%, followed by underrepresented minorities (17%) and Asian/Asian Americans (11%) in AY2012, compared to 17%, 15%, and 0%, respectively, in AY2009. If Asian/Asian American and underrepresented minority faculty served on tenure/promotion committees at the same rate as white faculty, we would expect a total of 4 Asian/Asian American and 4 underrepresented minority faculty (an increase of 2 and 1 faculty members, respectively) to have served on a tenure/promotion committee in AY2012. No female STEM faculty member of color served on a tenure/promotion committee in these six schools in AY2012 at either the department or college level.

## **FACULTY LEADERSHIP: ADMINISTRATIVE POSITIONS<sup>30</sup>**

### **College of Engineering**

In CoE, the total number of male faculty with administrative appointments increased by 9 from AY2001 to AY2012, and the total number of female faculty increased by 7 during the same time period. The number of Asian/Asian American faculty with administrative appointments increased by 4, underrepresented minority faculty increased by 3, and white faculty increased by 9. Male associate and full professors held administrative positions (regardless of level – department, college, or university) at a lower rate than women (17% and 24%,

<sup>30</sup> Department level administrative appointments include positions such as department chair, associate chair, and director of graduate/undergraduate studies; this category also includes program and center positions such as director and associate director. College level administrative appointments include positions such as dean and associate dean, and University level appointments include positions such as President and Provost.

respectively); see Table 16. Asian/Asian American held administrative positions at a slightly lower rate than white faculty (15% and 18% respectively); in contrast, underrepresented minority faculty held administrative positions at a rate of 21%. If Asian/Asian American faculty held these positions at the same rate as white faculty, we would expect a total of 11 Asian/Asian American faculty (an increase of 2) to have held administrative positions in AY2012.

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

There were 3 more men holding administrative positions (university, college, and department levels) in AY2012 than AY2001; the number of women holding such appointments increased by 11 (to 12). The number of Asian/Asian American faculty increased by 3, underrepresented minority faculty decreased by 1, and white faculty increased by 12 from AY2001 to AY2012. In AY2012, female senior faculty held administrative positions at a higher rate than men (33% and 18%, respectively); see Table 17. With regard to race/ethnicity, 22% of white associate and full professors held administrative positions in AY2012; only 15% of Asian/Asian American faculty held administrative appointments, and 8% of underrepresented minority faculty held administrative positions in AY2012. If Asian/Asian American and underrepresented minority faculty held these positions at the same rate as white faculty, we would expect a total of 7 Asian/Asian American and 3 underrepresented minority faculty to have held administrative positions in AY2012, an increase of 2 and 2, respectively.

### **Medical School (Overall - Basic Sciences and Clinical Departments)**

In AY2012, female associate professors and full professors in the Medical School held administrative appointments at a lower rate than male associate professors and full professors (10% and 15%, respectively). If female professors held administrative appointments at the same rate as their male colleagues, at least 22 women would have held these positions, which would be an increase of 7 women. Fifteen percent of white faculty held administrative appointments, followed by 9% of underrepresented minority and 6% of Asian/Asian American faculty. If Asian/Asian American and underrepresented minority faculty held administrative appointments at the same rate as white faculty, we would expect 7 more Asian/Asian American and 2 more underrepresented minority faculty (up from 5 and 3, respectively) to have held administrative appointments in AY2012.

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

When compared to AY2001, the number of female senior faculty with administrative appointments in AY2012 increased by 3 and the number of males decreased by 1. Women associate professors and full professors held administrative positions (regardless of level) at a comparable rate to their male colleagues (13% and 13%, respectively); see Table 18. The number of Asian/Asian American and white faculty increased by 1 each, and the number of underrepresented minority faculty with administrative positions remained at zero. Fourteen percent of white faculty and 8% of Asian/Asian American faculty held administrative positions in AY2012. 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 would have held an administrative appointment (up from 1) in AY2012.

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

In the Medical School Clinical departments, the number of women who held administrative positions (regardless of level) increased by 2 and the number of men increased by 9 from AY2008 to AY2012. In AY2012, male faculty (overall) held administrative positions at a higher rate than female faculty (15% and 10%, 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 6 (to 17). Over the same time period, the number of Asian/Asian American faculty increased by 4, underrepresented minority faculty increased by 1, and white faculty increased by 6. Fifteen percent of white faculty, 10% of underrepresented minority faculty, and 6% of Asian/Asian American faculty held administrative positions (regardless of level) in AY2012, compared to 14%, 7%, and 0%, respectively, in AY2008. If Asian/Asian American and underrepresented minority 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 4 to 11 and the number of underrepresented minority faculty to increase from 3 to 5 in AY2012.

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

In AY2012, female associate professors and full professors (STEM faculty) held administrative positions at a lower rate than men (24% and 31%, 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. If women held administrative positions at the same rate as their male colleagues in AY2012, we would expect 3 additional women to have held such positions (bringing the total to 13). Thirty-three percent of underrepresented minority faculty, 30% of white faculty, and 22% of Asian/Asian American faculty held administrative positions (regardless of level) in AY2012, compared to 15%, 24%, and 14%, respectively, in AY2009.

## **FACULTY LEADERSHIP: EXECUTIVE COMMITTEES<sup>31</sup>**

### **College of Engineering**

In AY2012, women associate and full professors served on the college and department level executive committees at a slightly lower rate than male associate and full professors (19% and 22%, respectively; n=7 and 55); see Table 21. In contrast, in AY2009, the rates were 31% for women and 19% for men. Overall, 25% of Asian/Asian American faculty served on an executive committee (college or department), followed by 21% of underrepresented minority faculty and 20% of white faculty (compared to 13%, 31%, and 22%, respectively, in AY2009). No female underrepresented minority faculty served on an executive committee in the College of Engineering in AY2012 at either the department or college level.

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

From AY2009 to AY2012, the number of women associate and full professors serving on executive committees (department or college levels) increased by 5, and the number of comparable men decreased by 4<sup>32</sup>. In AY2012, women associate and full professors served on executive committees (department or college levels) at a higher rate than men associate and full professors (31% and 18%, respectively; n=11 and 33); see Table 22. During the same time period, the number of Asian/Asian American and white faculty increased by 1 (in both cases) and the number of underrepresented minority faculty decreased by 1. Overall, white faculty (20%) served on executive committees at a slightly lower rate than Asian/Asian American faculty (24%) and a higher rate than underrepresented minority faculty (8%); we would expect two more underrepresented minority faculty to have served on executive committees in AY2012, if these groups served at the same rate as their white colleagues. In AY2012, no female faculty of color with appointments in the Natural Sciences served on a college level executive committee.

### **Medical School (Overall - Basic Sciences and Clinical Departments)**

In AY2012, female associate professors and full professors in the Medical School served on executive committees at a comparable rate to male associate professors and full professors (11% and 11%, respectively). Thirteen percent of white faculty served on executive committees in the same year, followed by 4% of Asian/Asian American faculty and 3% 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 8 more Asian/Asian American and 4 more underrepresented minority faculty (up from 3 and 1, respectively) to have served on executive committees in AY2012.

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

From AY2009 to AY2012, the number of women who served on executive committees increased by 1 (to 7), and the number of men decreased by 2. Of senior faculty in the Basic Sciences departments, women served on executive committees (department or college levels) at a higher rate than men (22% and 15%, respectively); see Table 23. These figures exclude Basic Sciences departments that did not have executive committees in AY2012 (Human Genetics, Microbiology & Immunology, and Pharmacology). Overall, Asian/Asian American faculty served at a comparable rate to white faculty (17% and 18%, respectively). No underrepresented minority faculty served on a department or college level executive committee in AY2012.

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

Comparing AY2012 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 22. In AY2012, men senior faculty served on executive committees at a slightly higher rate than comparable women (11% and 8%, respectively);

<sup>31</sup> In order to maintain consistency across departments, the following proportions exclude any assistant professors and non-tenure track faculty who may have served on an executive committee (college or department level). ADVANCE began collecting data of executive committee membership in AY2009.

<sup>32</sup> The Department of Astronomy did not have an Executive Committee in AY2012.

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 in AY2012.

From AY2009 to AY2012, the number of Asian/Asian American senior faculty who served on college or department level executive committees decreased by 2 (to 1), the number of underrepresented minority faculty remained the same (at 1), and the number of white faculty decreased by 26. White faculty served on executive committees at a higher rate (12%) than their Asian/Asian American (1%) and underrepresented minority (3%) colleagues; if Asian/Asian American and underrepresented minority faculty served at the same rate as white faculty, we would expect 8 Asian/Asian American faculty and 4 underrepresented minority faculty to have served in AY2012 (up from 1 and 1, respectively). The percentages for department level executive committees exclude Clinical departments that did not have executive committees in AY2012 (Emergency Medicine, Ophthalmology & Visual Sciences, Orthopaedic Surgery, Pathology, Pediatrics and Communicable Diseases, Physical Medicine and Rehabilitation, Radiation Oncology, Surgery, and Urology).

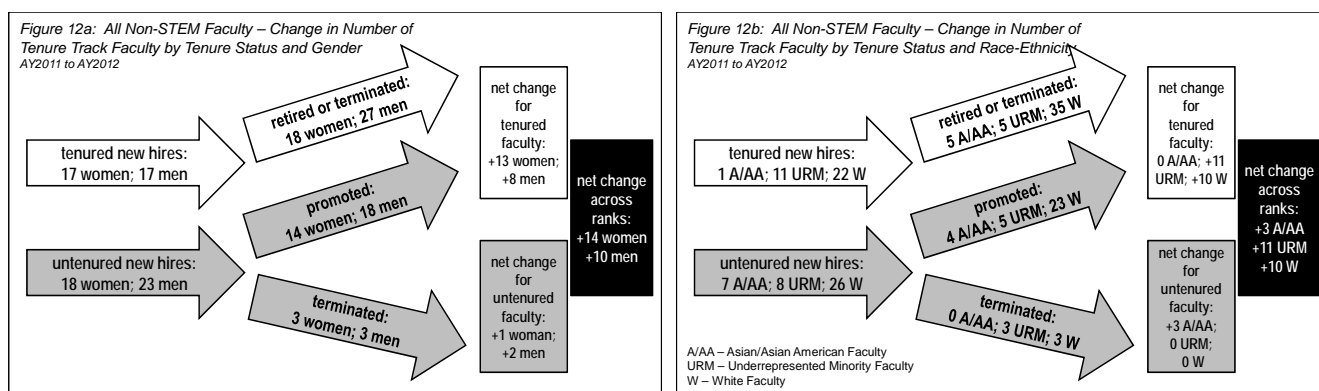
**STEM Faculty from the Six Schools with both STEM and Non-STEM Faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)**

Across the six schools, male senior faculty (STEM faculty) served on executive committees at a higher rate than their female colleagues in AY2009 (19% and 13%, respectively); women and men served at comparable rates in AY2012 (20% and 21%, respectively); see Table 25. Approximately one-fifth of white faculty (22%) in the six schools served on an executive committee; Asian/Asian American and underrepresented minority senior faculty both served on executive committees at a rate of 17% in AY2012. 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.

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

### OVERVIEW

In this section, we discuss all faculty *not* in STEM fields, by gender and race/ethnicity, at the University of Michigan for AY2012. We begin with a discussion of 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>33</sup> (LSA), the College of Literature, Science, and the Arts' Division of Social Sciences<sup>34</sup> (LSA), the six schools with both STEM and non-STEM faculty<sup>35</sup>, and the eight additional non-STEM schools.<sup>36</sup> An overview of the net effects of new faculty hires, retirements/terminations, and promotions among all non-STEM, tenure track faculty by gender and race/ethnicity for AY2012 can be found in Figures 12a and 12b<sup>37</sup>.



### College of LSA (Humanities)

**Rates of Faculty by Rank.** The overall proportion of female faculty in the College of LSA Division of Humanities increased from 37% (n=93) in AY2001 to 42% (n=117) in AY2012; see Table 26 and Figures 13a-b. The gender disparity in AY2012 was the greatest at the highest rank of full professor: only 37% (n=46) of full professors were women. At the associate professor level, 45% (n=48) of the faculty were women, and at the assistant professor level, 52% (n=23) of the faculty were women; compared to AY2001, this represents an increase in the proportion of faculty who were women at the full professor (22% to 37%) and the assistant professor (47% to 52%) ranks and a slight decrease at the associate professor rank (49% to 45%).

In AY2012, Asian/Asian American faculty constituted 7% of the Humanities faculty; they had a larger presence at the assistant professor level (18% or 8 of 44, up from 8% in AY2001) than at higher levels (4% at the associate professor level and 6% at the full professor level in AY2012, compared to 11% and 2%, respectively, in AY2001; 4 of 107 and 8 of 126, respectively, in AY2012). Ten percent of the faculty were underrepresented minority faculty; they comprised about 10% of faculty at each rank (5 of 44 assistant professors, 9 of 107 associate professors, and 13 of 126 full professors), which represents a decrease at the assistant professor level (22% to 11%) and a slight increase at the associate and full ranks (8% to 10%) compared to AY2001. Most (83%) of the faculty were white faculty, compared to 6%, 11%, and 82%, respectively, in AY2001; see Figures 13c-d.

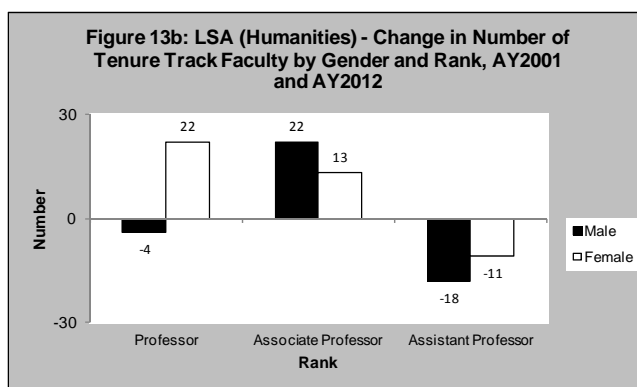
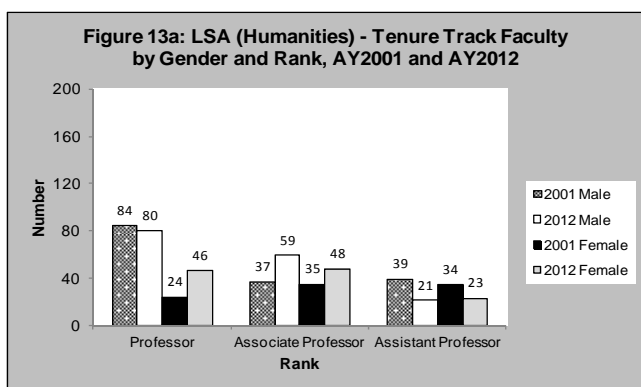
<sup>33</sup> Literature, Science, and the Arts Division of Humanities (LSA): Asian Languages and Culture; Classical Studies; Comparative Literature; English Language and Literature; Germanic Languages and Literatures; History of Art; Linguistics; Near Eastern Studies; Philosophy; Romance Languages and Literatures; Screen Arts and Culture; Slavic Languages and Literatures

<sup>34</sup> Literature, Science, and the Arts Division of Social Sciences (LSA): American Culture; Anthropology; Afroamerican and African Studies; Communication Studies; Economics; History; Political Science; Psychology; Sociology; Women's Studies

<sup>35</sup> Six Schools with both STEM and Non-STEM Faculty: School of Dentistry; School of Information; School of Kinesiology; College of Pharmacy; School of Natural Resources and Environment; School of Public Health

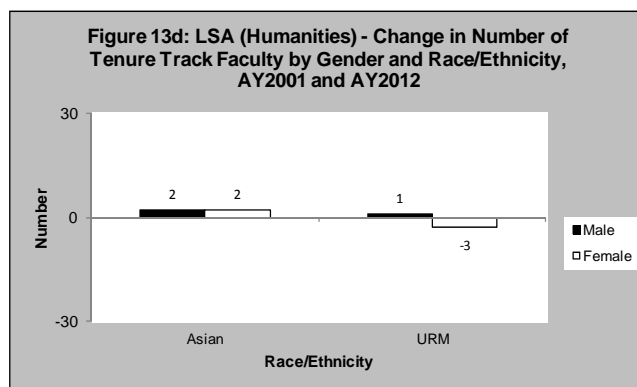
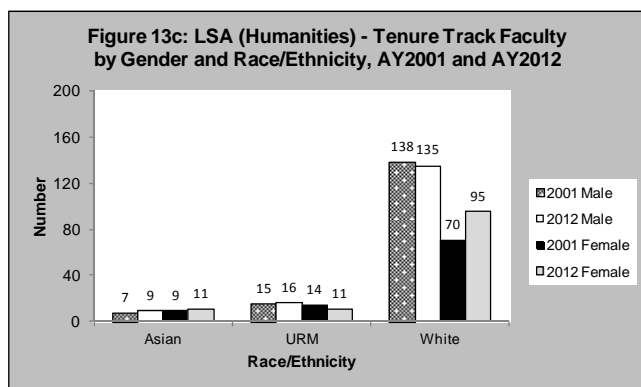
<sup>36</sup> Eight Additional Non-STEM Schools: College of Architecture and Urban Planning; School of Art and Design; Ross School of Business; School of Education; Law School; School of Music; Ford School of Public Policy; School of Social Work

<sup>37</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.



Nine percent of female faculty (11 of 117) and 6% of male faculty (9 of 160) were Asian/Asian American in AY2012. The percentage of female faculty who were Asian/Asian American ranged from 26% (n=6) at the assistant professor level to 4% at the full professor (n=2) level. Asian/Asian American faculty comprised 10% of male faculty at the assistant professor level (n=2) and 8% at the full professor level (n=6).

Nine percent of female and 10% of male faculty were underrepresented minorities (11 of 117 and 16 of 160, respectively). A total of 11 female underrepresented minority faculty had appointments on the instructional track in the Humanities, comprising 9% of female assistant professors, 8% of female associate professors, and 11% of female full professors. Male underrepresented minority faculty comprised 14% (3 of 21) of male assistant professors, 8% (5 of 59) of male associate professors, and 10% (8 of 80) of male full professors.



**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, when a total of 14 faculty were hired in the LSA Humanities Division, newly hired women were 36% (n=5) and men were 64% (n=9). Of these, 64% (n=9) were white, 21% (n=3) were underrepresented minorities, and 14% (n=2) were Asian/Asian American. During the same time frame, 9 senior faculty (4 woman and 5 men) retired or terminated. Sixteen faculty were reviewed for promotion<sup>38</sup>: 10 female faculty (2 underrepresented minority and 8 white faculty) and 6 male faculty (1 Asian/Asian American and 5 white faculty) were promoted from assistant to associate or from associate to full.

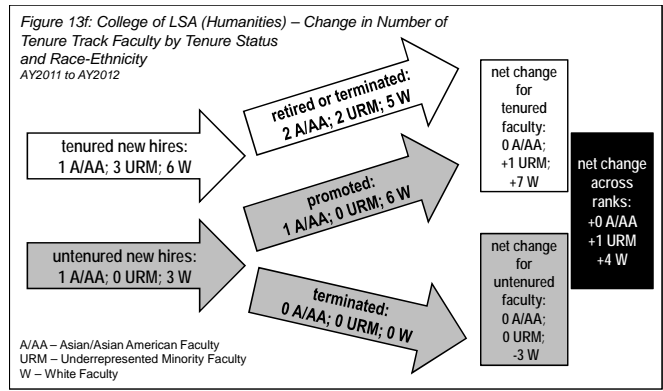
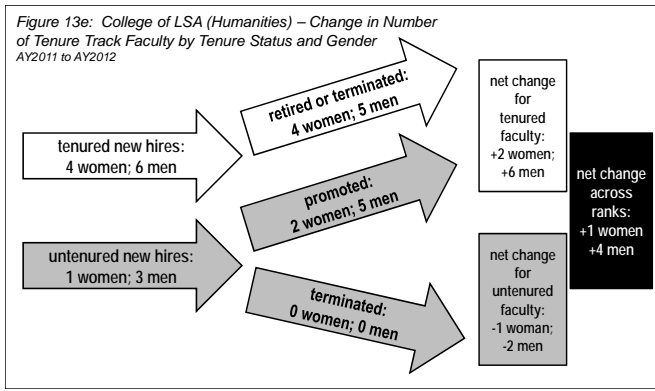
Overall, the Humanities division had a net loss of 1 untenured female faculty member and 2 untenured male faculty members, and a net increase of 8 tenured faculty (2 women and 6 men); see Figure 13e. In terms of race/ethnicity, the Humanities Division experienced a net loss of 3 untenured white faculty and a net gain of 7 tenured white faculty and 1 underrepresented minority tenured faculty member; see Figure 13f<sup>39</sup>. Recruitment information from September 2009 through August 2011 can be found in Table 61.

<sup>38</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>39</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among all tenure track faculty during the period AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

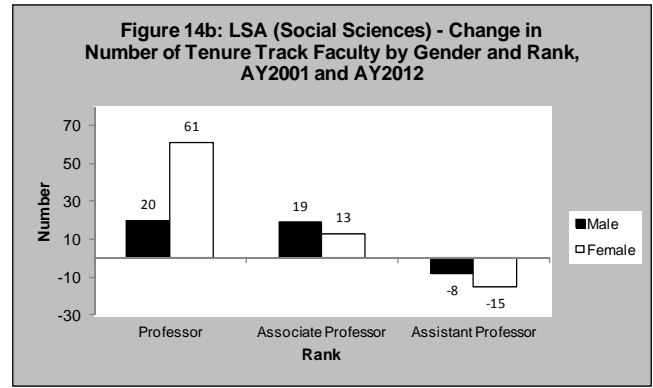
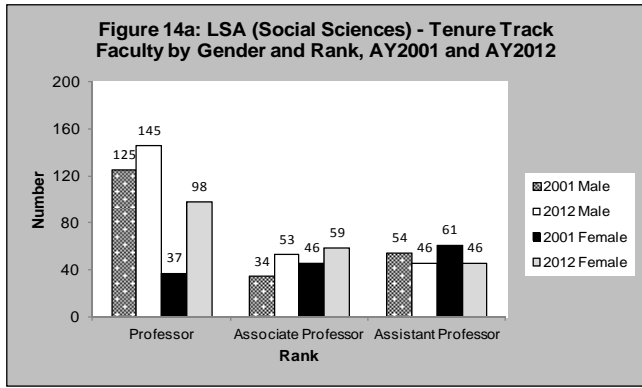


Institutional Indicators of Diversity: AY2012 (Public)



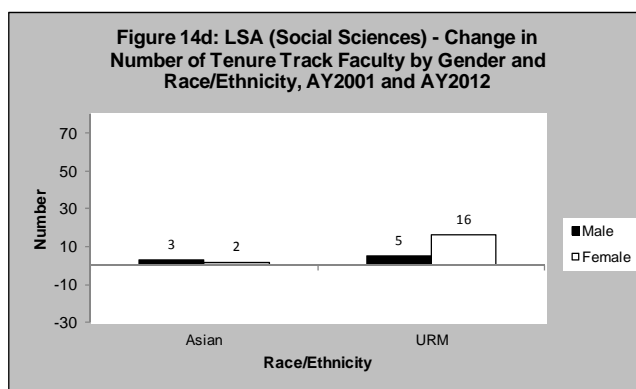
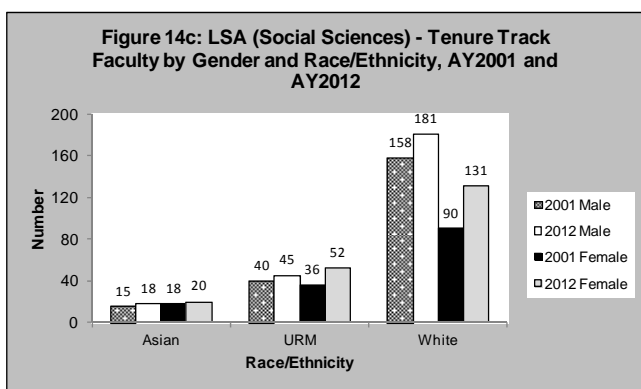
**College of LSA (Social Sciences)**

**Rates of Faculty by Rank.** In the LSA Social Sciences Division, women comprised 45% (n=203) and men comprised 55% (n=244) of faculty on the instructional track in AY2012; see Table 26 and Figures 14a-b. The proportion of tenure track faculty who are women increased slightly from 40% to 45%, comparing AY2001 to AY2012. Women were half or more of faculty at the assistant and associate ranks (50% of assistant professors and 53% of associate professors; n=46 and 59, respectively) and 40% (n=98) of faculty at the highest rank.



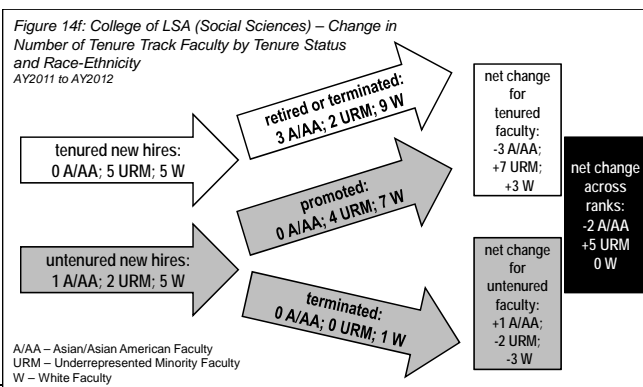
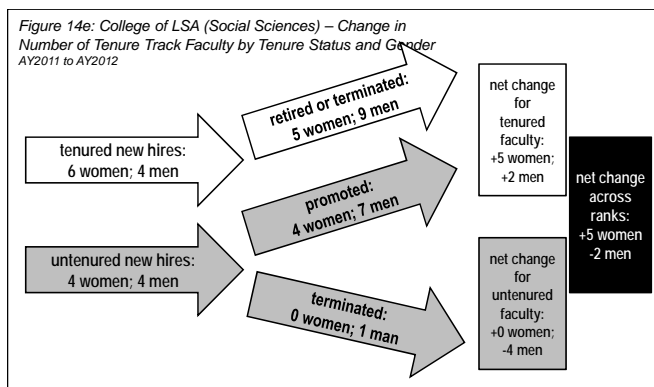
In both AY2001 and AY2012, Asian/Asian American faculty constituted 9% of the Social Science faculty; they were 15% of assistant professors (14 of 92), 10% of associate professors (11 of 112), and 5% of full professors (13 of 243). Twenty-two percent were underrepresented minority faculty; they made up 25% of assistant professors (23 of 92), 31% of associate professors (35 of 112), and 16% of full professors (39 of 243). The remaining 69% were white faculty; see Figures 14c-d.

Within gender, 10% (20 of 203) of female and 7% (18 of 244) of male instructional faculty were Asian/Asian American in AY2012. For men, the proportion of Asian/Asian American faculty decreased from assistant professor (20%, 9 of 46) to full professor (4%, 6 of 145); in contrast, the proportion of Asian/Asian American faculty among female faculty was greatest at the associate professor rank (14%, 8 of 59), compared to the assistant and full professor ranks (11% and 7%, respectively; 5 of 46 and 7 of 98). Twenty-six percent (52 of 203) of female and 18% (45 of 244) of male instructional faculty were underrepresented minorities. The greatest proportion of female underrepresented minority faculty was at the associate level (34%, 20 of 59), followed by 26% of women assistant professors (12 of 46) and 20% of women full professors (20 of 98). Male underrepresented minority faculty comprised 28% of male associate professors (15 of 53), followed by 24% of male assistant professors (11 of 46) and 13% of male full professors (19 of 145).



Fifty-six percent (n=10) of the 18 new tenure track faculty were women, and 44% (n=8) were men; 6% (n=1) of these new faculty were Asian/Asian American, 39% (n=7) were underrepresented minority, and the remaining 56% (n=10) were white. At the same time, the Social Sciences Division lost 5 women (1 Asian/Asian American, 1 underrepresented minority, and 3 white faculty) and 10 men (2 Asian/Asian American, 1 underrepresented minority, and 7 white faculty members) to retirements or other terminations. Twenty-six faculty were reviewed for promotion<sup>40</sup>: 12 female faculty (1 Asian/Asian American, 5 underrepresented minority, and 6 white faculty) and 14 male faculty (1 Asian/Asian American, 4 underrepresented minority and 9 white faculty) were promoted from assistant to associate or from associate to full professor.

Overall, the Social Sciences Division experienced a net loss of 4 male untenured faculty (and no change in the number of female untenured faculty members). At the same time, the division gained 5 tenured female faculty and 2 male tenured faculty members; see Figure 14e. In terms of race/ethnicity, the Social Sciences Division had a net gain of 1 Asian/Asian American and a net loss of 2 underrepresented minority untenured faculty and 3 white untenured faculty members; among tenured faculty, the division had a net loss of 3 Asian/Asian American faculty and a net gain of 7 underrepresented minority faculty and 3 white tenured faculty; see Figure 14f<sup>41</sup>. Recruitment information from September 2011 through August 2012 can be found in Table 62.



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

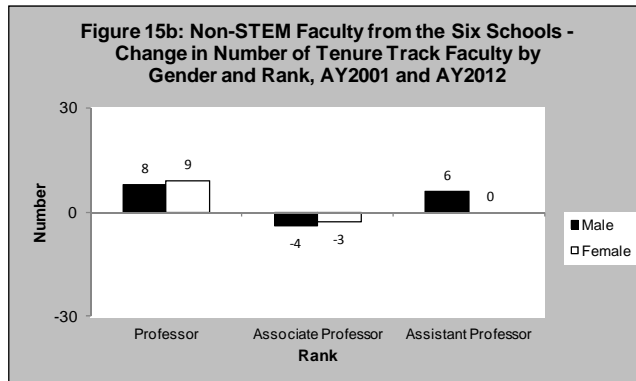
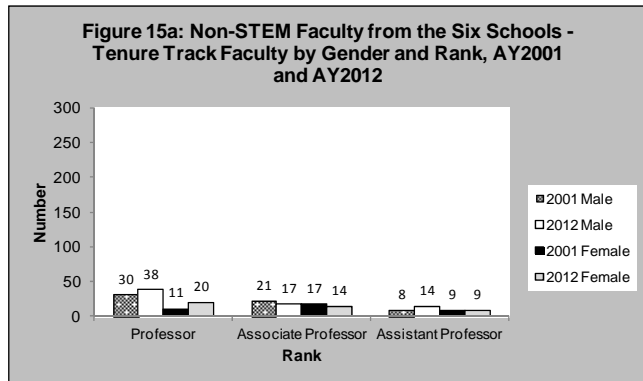
Rates of Faculty by Rank. As previously mentioned, complete data for each of these six schools can be found in Tables 46-53; however, in this section, we report only on their non-STEM faculty.

In AY2012, women comprised 38% (n=43) and men comprised 62% (n=69) of non-STEM faculty on the instructional track in the six schools with both STEM and non-STEM faculty; see Table 26 and Figures 15a-b. When comparing AY2001 with AY2012, the proportion of women non-STEM faculty remained stable at 38%.

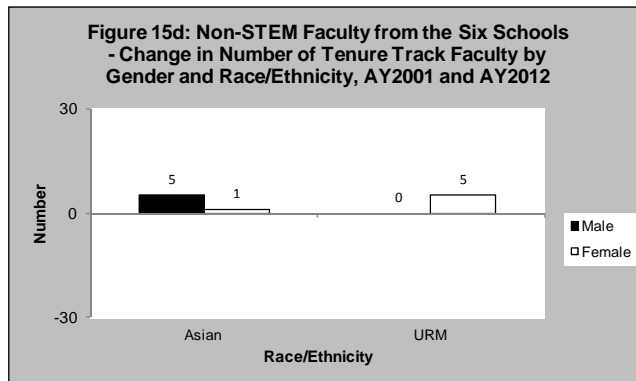
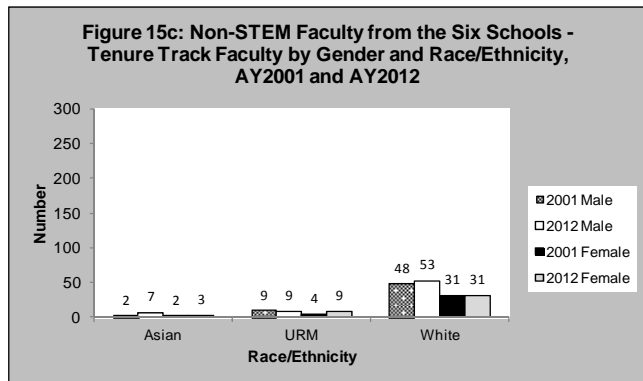
<sup>40</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>41</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among all tenure track faculty during the period AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

The gender disparity was greatest at the rank of full professor in AY2012: 34% (n=20) of faculty at this rank were women. At the assistant professor level, 39% (n=9) of faculty were women, and at the associate professor level, 45% (n=14) of faculty were women.



In AY2012, Asian/Asian American faculty constituted 9% of the non-STEM faculty in these six schools (compared to 4% in AY2001). They were 13% (3 of 23) of faculty at the assistant professor rank, 13% (4 of 31) of faculty at the associate professor rank, and 5% (3 of 58) of faculty at the full professor rank. Sixteen percent of the faculty were underrepresented minority (compared to 14% in AY2001). The proportion of underrepresented minority faculty decreased with rank: these faculty comprised 35% (8 of 23) of faculty at the assistant professor level, 13% (4 of 31) of faculty at the associate professor level, and 10% (6 of 58) of faculty at the full professor level. The remaining 75% were white faculty; see Figures 15c-d.

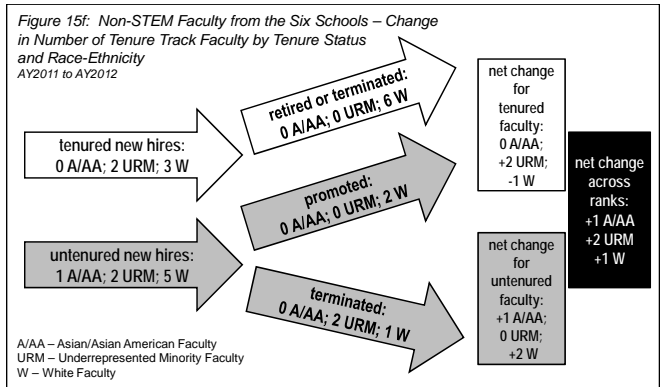
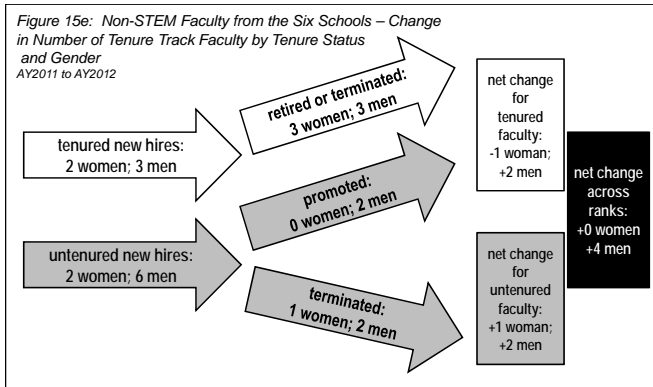


Looking at race/ethnicity within gender in AY2012, 7% (3 of 43) of female and 10% (7 of 69) of male faculty were Asian/Asian American faculty; 21% (9 of 43) of female and 13% (9 of 69) of male faculty were underrepresented minority faculty. For men, the proportions of both Asian/Asian American and underrepresented minority faculty decreased from the ranks of assistant to full professor. Asian/Asian American faculty constituted 21% (3 of 14) of male assistant professors, 12% (2 of 17) of male associate professors, and 5% (2 of 38) of male full professors. Similarly, underrepresented minority faculty constituted 36% (n=5) of male assistant professors, 12% (n=2) of male associate professors, and 5% (n=2) of male full professors. For women, the proportion of Asian/Asian American faculty was highest at the rank of associate professor (14%, or 2 of 14); 5% (1 of 20) of female full professors were Asian/Asian American, and Asian/Asian American faculty were not represented among female assistant professors. Underrepresented minority faculty were 33% (3 of 9) of female assistant professors, followed by 20% (4 of 20) of female full professors and 14% (2 of 14) of female associate professors.

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, 31% (n=4) of new non-STEM tenure track faculty in the six schools were women and 69% (n=9) were men. These new faculty included 1 Asian/Asian American, 4 underrepresented minority, and 8 white faculty. At the same time, these schools lost 4 women (1 underrepresented minority and 3 white faculty) and 5 men (1 underrepresented minority and 4 white faculty) to retirements or other terminations. In addition, 1

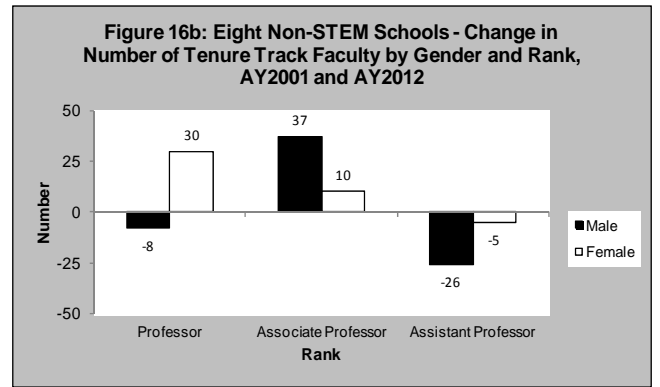
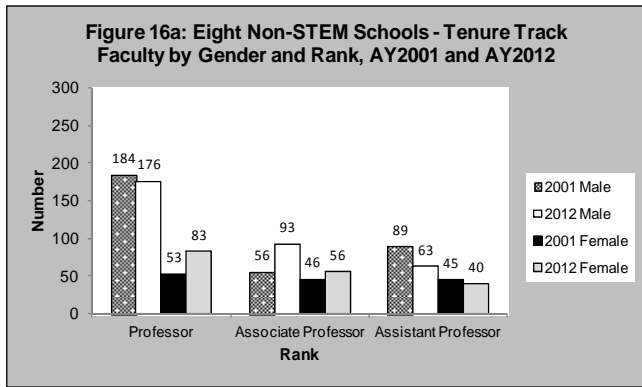
underrepresented minority female, 2 white female, and 2 white male faculty were promoted<sup>42</sup> to associate or full professor during AY2012.

Overall, these six schools gained 2 tenured and 2 untenured male faculty, while gaining 1 untenured and losing 1 tenured female faculty; see Figure 15e<sup>43</sup>. In terms of race/ethnicity, these six schools gained 1 Asian/Asian American untenured faculty, 2 underrepresented minority tenured faculty, and 2 white untenured faculty, while losing 1 white tenured faculty member; see Figure 15f. Recruitment information from September 2011 through August 2012 can be found in Table 60.



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

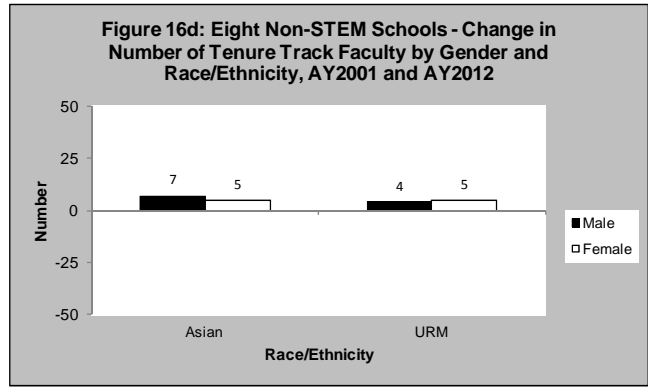
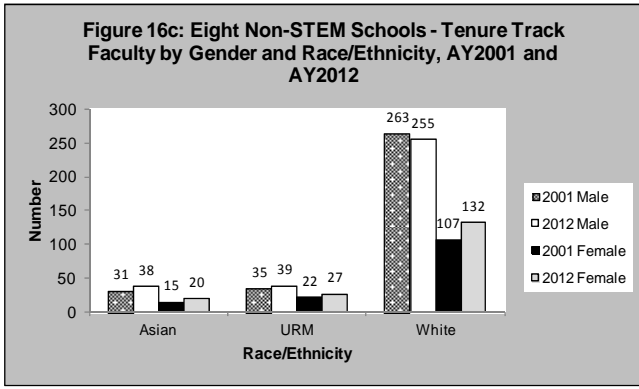
**Rates of Faculty by Rank.** In AY2012, the overall composition of faculty across these eight schools was 35% (n=179) female and 65% male (n=332), compared to 30% and 70%, respectively, in AY2001 (see Table 26 and Figures 16a-b). Looking at all eight non-STEM Schools by rank, women comprised 39% (40 of 103) of assistant professors, 38% (56 of 149) of associate professors, and 32% (83 of 259) of full professors.



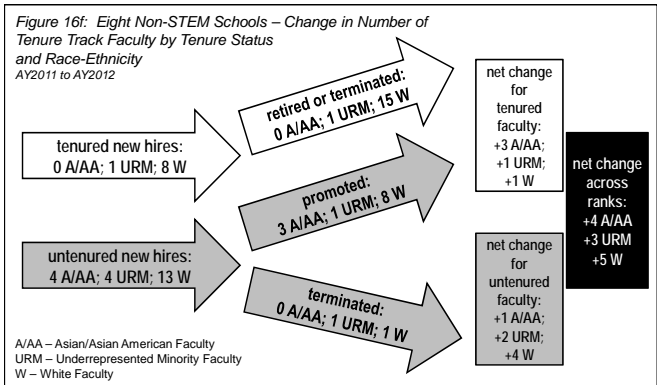
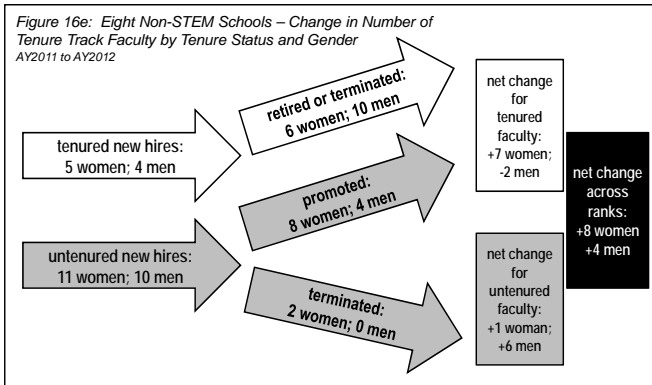
In terms of race/ethnicity, the overall composition of faculty across these eight schools was 11% Asian/Asian American (n=58), 13% underrepresented minority (n=66), and 76% white (n=387) in AY2012, compared to 10%, 12%, and 78% in AY2001 (see Figures 16c-d). Asian/Asian American faculty comprised 15% (15 of 103) of faculty at the assistant professor level, 15% (22 of 149) of associate professors, and 8% (21 of 259) of full professors. Across these eight schools, underrepresented minority faculty comprised 16% (16 of 103) of assistant professors, 18% (27 of 149) of associate professors, and 9% (23 of 259) of full professors.

<sup>42</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>43</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. 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 female faculty were underrepresented minority faculty compared with Asian/Asian American faculty (15% and 11%, respectively); rates of underrepresented minority and Asian/Asian American faculty were similar for male faculty (12% and 11%, respectively). At the level of assistant professor, 20% (8 of 40) of women and 13% (8 of 63) of men were underrepresented minorities, compared with 14% (8 of 56) of women and 20% (19 of 93) of men at the associate professor level and 13% (11 of 83) of women and 7% (12 of 176) of men at the full professor level. In addition, 15% (7 of 40) of women and 13% (8 of 63) of men at the assistant professor rank, 18% (10 of 56) of women and 13% (12 of 93) of men at the associate professor rank, and 4% (3 of 83) of women and 10% (18 of 176) of men at the full professor rank were Asian/Asian American.



**New Hires, Retirements/Terminations and Promotions.** Between March 2011 and March 2012, 52% (n=16) of new faculty on the instructional track were women and 48% (n=14) were men across the eight non-STEM schools. New faculty included 4 Asian/Asian American faculty, 5 underrepresented minority faculty and 21 white faculty. During this same time frame, these eight schools lost 8 women (2 underrepresented minority and 6 white faculty) and 10 men (all white) to retirement or other terminations. In terms of faculty promotions<sup>44</sup>, 10 females (2 Asian/Asian American, 1 underrepresented minority and 7 white faculty) and 11 males (3 Asian/Asian American and 8 white faculty) were promoted to associate or full professor during this same time frame. Overall, these eight schools gained 7 female and lost 2 male tenured faculty members, while gaining 1 female and 6 male untenured faculty; see Figure 16e<sup>45</sup>. In terms of race/ethnicity, the gains represented 3 Asian/Asian American, 1 underrepresented minority and 1 white tenured faculty members, as well as 1 Asian/Asian American, 2 underrepresented minority, and 4 white untenured faculty members; see Figure 16f. Recruitment information from September 2011 through August 2012 can be found in Table 63.

<sup>44</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>45</sup> The net effect flow charts report on the effects of faculty hires, retirements/terminations, and promotions among tenure track faculty from AY2011 to AY2012; these flow charts do not represent outcomes for a given new hire cohort. Faculty with short-term dry appointments are not treated as retirements/terminations and are not represented in the flow diagrams.

### **CATEGORIZATION OF DEPARTMENTAL DEMOGRAPHICS IN TERMS OF GENDER & RACE/ETHNICITY**

Similar to analyses of STEM faculty, we assessed the sex ratio (percent of faculty by gender) and race/ethnicity ratio (percent of faculty by race/ethnicity) at two points in time (AY2001 and AY2012) for each of the Colleges and Schools to assess change in faculty demographics. 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)**

Comparing AY2012 to AY2001, four departments in the LSA Division of Humanities improved in terms of their sex ratio: one department was coded as female low representation in AY2001 and as female minority in AY2012, and three departments increased from female minority to sex balanced during the same period. Most of the Humanities departments fell within the same sex ratio category in AY2001 and AY2012: two were coded as female minority at both points in time, and four were consistently coded as sex balanced. One department was coded as sex balanced in AY2001 and as female minority in AY2012. The remaining department was coded as male minority in AY2001 and as sex balanced in AY2012.

Only one Humanities department improved in terms of racial/ethnic diversity when comparing AY2012 to AY2001; this department was coded as underrepresented racial/ethnic group low representation in AY2001 and underrepresented racial/ethnic group minority in AY2012. In contrast, three departments were less diverse in AY2012 than in AY2001. The remaining eight Humanities departments were coded in the same racial/ethnic ratio group in AY2001 and AY2012: one department was coded as having full representation; three were coded as underrepresented racial/ethnic group minority; and four were consistently coded in the least diverse category, underrepresented racial/ethnic group low representation).

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

Nine of ten departments in the LSA Division of Social Sciences were coded in the same sex ratio category in AY2001 and AY2012. One department was coded as female minority in AY2001 and AY2012. With the exception of one department (which was coded as male low representation at both points in time), seven of the Social Sciences departments were coded as sex balanced in AY2001 and AY2012. The final department was coded as female low representation in AY2001 and female minority in AY2012.

Comparing AY2012 to AY2001, one department improved in terms of racial/ethnic diversity; one department was coded as underrepresented racial/ethnic group low representation in AY2001 and underrepresented racial/ethnic group minority in AY2012. In contrast, two departments that were coded as having full representation in AY2001 were less diverse in AY2012. Of the remaining seven departments, one was coded as underrepresented racial/ethnic group low representation, three were coded as minority, and three were coded as full representation in AY2001 and AY2012.

#### **Eight Additional Non-STEM Schools**

Three of the eight non-STEM schools were categorized as sex balanced in AY2001 and AY2012. In addition, two schools reflected a female minority sex ratio in AY2001, but were categorized as sex balanced in AY2012. The remaining three schools were consistently classified as female minority at both time periods.

One of the eight non-STEM schools was categorized as having underrepresented racial/ethnic group full representation both in AY2001 and AY2012. In addition, one school shifted from underrepresented racial/ethnic minority status in AY2001 to full representation in AY2012, and one school shifted from low underrepresented racial/ethnic group representation in AY2001 to underrepresented racial/ethnic group minority status in AY2012. In contrast, one school was coded as underrepresented racial/ethnic minority in AY2001 and low representation in AY2012. The remaining schools (two each) were consistently classified as underrepresented racial/ethnic group minority or low representation at both time periods.

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

In this section 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).

### College of LSA (Humanities)

In AY2012, the average number of years in rank for all male associate professors (8.7) was greater than the average for all female associate professors (6.1), and similar to the 8.1 for men and 5.6 for women associate professors in AY2001; see Table 29 and Charts 2a-b. Compared to women, the average number of years in rank for male associate professors was greater for those faculty promoted to associate professor (8.5 and 6.4; n=39 and 31, respectively) and less for those hired as an associate professor (2.8 and 5.1; n=15 and 12, respectively); in AY2001, the average number of years in rank for male associate professors was greater for both groups of associate professors.

Chart 2a: Average Years in Rank for Associate Professors, by Hire Status and Gender as of AY2012

	Overall Average		Promoted to Assoc		Hired as Assoc	
	F	M	F	M	F	M
LSA - Humanities	6.1	8.7	6.4	8.5	5.1	9.5
LSA - Social Sciences	5.6	4.7	5.1	4.5	7.5	5.4
Six Schools - Non-STEM	7.8	10.3	8.2	11.6	3.2	7.9
Eight Non-STEM Schools	7.5	5.7	7.9	6.1	5.8	4.3

The average number of years in rank in AY2012 was the highest for white faculty (8.0), followed by 5.4 for underrepresented minority and 2.2 for Asian/Asian American faculty (n=84, 9, and 4, respectively), compared to 7.3, 3.9, and 6.5, respectively, in AY2001. The averages for faculty promoted to the associate professor rank at UM were similar to these overall averages (7.8, 7.5, and 2.8, respectively). Among faculty hired as associate professors, the average number of years in rank was higher for white faculty (8.7, n=23) and lower for underrepresented minority faculty (1.2, n=3) and Asian/ Asian American faculty (0.2, n=1).

### College of LSA (Social Sciences)

The average number of years in rank for female associate professors in AY2012 (5.6, n=47) was greater than the average for comparable males (4.7, n=46); see Table 29 and Charts 2a-b. The reverse was true in AY2001, when the average years in rank for female associate professors (4.6) was less than the average for male associate professors (5.2). 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 (5.1 and 4.5; n=36 and 38, respectively); averages for faculty hired as associate professors revealed the same, but more pronounced, pattern (7.5 and 5.4; n=11 and 8, respectively).

Chart 2b: Average Years in Rank for Associate Professors, by Hire Status and Race/Ethnicity as of AY2011

	Overall Average			Promoted to Assoc			Hired as Assoc		
	Asian	URM	White	Asian	URM	White	Asian	URM	White
LSA - Humanities	2.2	5.4	8.0	2.8	7.5	7.8	0.2	1.2	8.7
LSA - Social Sciences	5.2	3.4	6.1	4.9	3.6	5.5	6.3	2.8	8.6
Six Schools - Non-STEM	3.6	7.7	10.4	5.0	7.7	10.7	2.1	--	9.3
Eight Non-STEM Schools	5.8	6.3	6.5	5.7	6.7	7.1	7.5	5.2	4.5

The average number of years in rank for all faculty at the associate rank was the highest for white faculty (6.1), followed by 5.2 for Asian/Asian American faculty and 3.4 for underrepresented minority faculty (n=59, 10, and 24, respectively), compared to 5.2, 4.1, and 3.9, respectively, in AY2001. The averages for faculty promoted to the associate professor rank at UM were similar to the overall averages (5.5, 4.9, and 3.6, respectively). Among faculty hired as associate professors, the average number of years in rank followed a comparable pattern, in terms of highest to lowest average: 8.6 for white faculty, 6.3 for Asian/Asian American faculty, and 2.8 for underrepresented minority faculty.

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

The average number of years in rank for all non-STEM female associate professors in the six schools was less than the average for their male colleagues both in AY2001 (6.2 and 7.0, respectively) and in AY2012 (7.8 and 10.3, respectively). 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 (11.6 and 8.2; n=11 and 13, respectively); the same was true for male associate professors compared to female associate professors hired as associate professors (7.9 and 3.2; n=6 and 1, respectively); see Table 29 and Charts 2a-b.

Overall, white faculty had the highest average years in rank (10.4), followed by underrepresented minority faculty (7.7) and Asian/Asian American faculty (3.6) in AY2012, compared to 6.4, 5.5, and 20.5, respectively, in AY2001. This same pattern held true for associate professors who were promoted to the associate rank at UM: white faculty (10.7, n=18), underrepresented minority faculty (7.7, n=4), and Asian/Asian American faculty (5.0, n=2). For associate professors hired at the associate rank, white faculty had the highest average years in rank (9.3, n=5), followed by Asian/Asian American faculty (2.1, n=2); there were no non-STEM underrepresented minority faculty who had been hired into the associate professor rank in the six schools during AY2012.

**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 less than the average for their male colleagues in AY2001 (6.1 and 8.0, respectively); the opposite was true in AY2012 (7.5 and 5.7, respectively; see Charts 2a-b). This was also true for faculty who were promoted to the rank of associate professor at UM (7.9 and 6.1; n=46 and 70, respectively) or hired as an associate professor (5.8 and 4.3; n=10 and 23, respectively).

In terms of race/ethnicity, the average number of years in rank was the highest for white faculty (6.5), followed by 6.3 for underrepresented minority faculty and 5.8 for Asian/Asian American faculty in AY2012 (compared to 7.6, 4.7, and 5.5, respectively, in AY2001). The averages for faculty promoted to the associate professor rank at UM were similar to the overall averages (7.1, 6.7, and 5.7; n=76, 19, and 21, respectively). In contrast, among faculty hired as associate professors, the average number of years in rank was highest for Asian/Asian American faculty (7.5, n=1), followed by underrepresented minority faculty (5.2, n=8) and white faculty (4.5, n=24); see Table 29.



## IX. NON-STEM 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-STEM research faculty from the six schools with both STEM and non-STEM faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)<sup>46</sup>, and the eight additional non-STEM schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)<sup>47</sup>.

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 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 3 of 5 (60%, compared to 25% in AY2001), and men comprised 2 of 5 (40%) faculty on the research track in AY2012; all of these faculty were at the rank of assistant research scientist (see Table 27). No Asian/Asian American or underrepresented minority faculty held funded appointments on the research track in the Social Sciences in AY2012; one underrepresented minority faculty member held a research track appointment in AY2001.

New Hires, Retirements/Terminations and Promotions. Between March 2011 and March 2012, 2 white males retired or terminated from the research track in the College of LSA Social Science departments. During this same time frame, no faculty were hired or promoted<sup>48</sup>.

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

Rates of Faculty by Rank. Among non-STEM faculty in the six schools, women comprised 67% (12 of 18) of faculty on the research track in AY2012, compared to 33% (4 of 12) in AY2001; see Table 27. In addition, women comprised 79% (11 of 14) of the assistant research scientist rank and 50% (1 of 2) of the research scientist rank; there were no non-STEM female faculty at the associate research scientist rank in the six schools in AY2012.

In terms of race/ethnicity, 11% (2 of 18) faculty on this track were Asian/Asian American, 11% (n=2) were underrepresented minorities, and 78% (n=14) were white, compared to 17%, 0%, and 83%, respectively, in AY2001. At the rank of assistant research scientist, 7% (n=1) were Asian/Asian American, 14% (n=2) were underrepresented minority faculty, and 79% (n=11) of faculty were white. Of those faculty at the rank of associate research scientist, 50% (1 of 2) were Asian/Asian American; there were no underrepresented minority faculty at this rank. Both non-STEM faculty at the rank of research scientist were white.

New Hires, Retirements/Terminations and Promotions. During the period between March 2011 and March 2012, these six schools hired 3 female and 2 male non-STEM faculty to the research track; all of these new faculty were white. In addition, they lost 1 white male faculty member to retirement or termination, and 1 white female faculty member was promoted<sup>49</sup> to the rank of research scientist during AY2012.

### 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 AY2012, women comprised 64% (7 of 11) of the faculty on the research track in the eight additional non-STEM schools, compared to 57% (4 of 7) in AY2001 (see Table 27). Women were 57%

<sup>46</sup> It is important to note here that the College of Pharmacy and the School of Natural Resources and Environment did not have any non-STEM faculty on the research track in AY2012.

<sup>47</sup> It is important to note here that only the Schools of Education, Public Policy, and Social Work had non-STEM faculty on the research track in AY2012.

<sup>48</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>49</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

(4 of 7) of the assistant research scientist rank and 100% (n=3) of the associate research scientist rank; there were no women faculty at the rank of full research scientist.

In terms of race/ethnicity, 18% (2 of 11) of the faculty on the research track were Asian/Asian American, 9% (1 of 11) were underrepresented minorities, and 73% (8 of 11) were white, compared to 14%, 0%, and 86%, respectively, in AY2001. All Asian/Asian American and underrepresented minority faculty were at the rank of assistant research scientist and comprised 27% (3 of 11) of faculty at this rank.

New Hires, Retirements/Terminations and Promotions. Between March 2011 and March 2012, the eight non-STEM schools did not hire any faculty to the research track. However, they lost 2 women (both white) to retirement or termination. No faculty were promoted on the research track in the eight non-STEM schools during AY2012<sup>50</sup>.

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<sup>50</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

## X. NON-STEM CLINICAL TRACK FACULTY

### OVERVIEW

Here we report on the Colleges and Schools that have faculty on the clinical track; this includes non-STEM faculty from the six schools with both STEM and non-STEM faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health)<sup>51</sup> and the eight additional non-STEM schools (Architecture and Urban Planning, Art and Design, Business, Education, Law, Music, Public Policy, and Social Work)<sup>52</sup>.

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

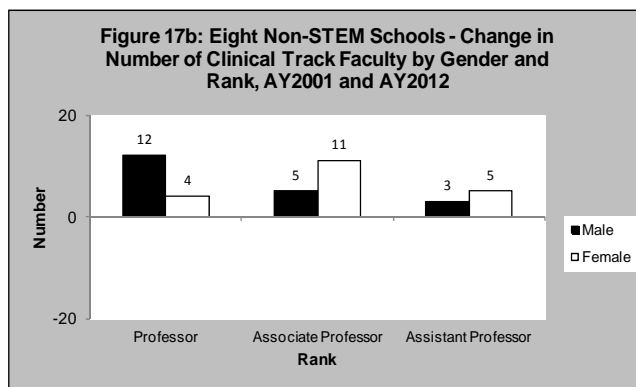
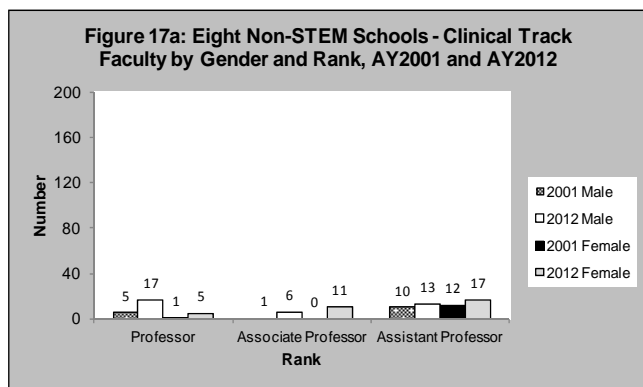
Rates of Faculty by Rank. In AY2012, 80% (4 of 5) clinical track, non-STEM faculty in the six schools were female, compared to 33% (1 of 3) in AY2001; see Table 28.

In addition, 20% (1 of 5) were underrepresented minority faculty; no faculty were underrepresented minority faculty in AY2001. As in AY2001, none of the faculty on this track were Asian/Asian American. The one white man on this track and two white women were at the rank of assistant clinical professor; one white woman was at the rank of clinical associate professor, and one underrepresented minority woman was at the rank of clinical professor.

New Hires, Retirements/Terminations and Promotions. During the period between March 2011 and March 2012, the six schools hired one non-STEM, white female faculty member at the rank of clinical assistant professor. There were no promotions,<sup>53</sup> terminations, or retirements among non-STEM faculty on the clinical track during AY2012.

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

Rates of Faculty by Rank. In AY2012, 48% (33 of 69) of clinical track faculty were female in the eight non-STEM schools, compared to 45% (13 of 29) in AY2001 (see Table 28 and Figures 17a-b). Looking at all eight non-STEM schools by rank, women constituted the highest proportion of faculty at the rank of clinical associate professor; 65% (11 of 17) of faculty at this rank were women. By contrast, 57% (17 of 30) of clinical assistant professors and 23% (5 of 22) of clinical professors were women.



In terms of race/ethnicity, 3% (2 of 69) of clinical faculty were Asian/Asian American, 12% (8 of 69) were underrepresented minorities, and the remaining 85% (59 of 69) were white, compared to 3%, 3%, and 94% in AY2001. The two Asian/Asian American faculty on the clinical track were at the rank of clinical assistant professor. No Asian/Asian American faculty were at the ranks of clinical associate professor or clinical

<sup>51</sup> It is important to note here that the School of Dentistry, College of Pharmacy, and School of Natural Resources and Environment did not have non-STEM faculty on the clinical track in AY2012.

<sup>52</sup> It is important to note here that the School of Art and Design did not have non-STEM faculty on the clinical track in AY2012.

<sup>53</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

professor. Underrepresented minority faculty constituted 7% (2 of 30) of clinical assistant professors, 29% (5 of 17) of clinical associate professors, and 5% (1 of 22) of clinical professors.

New Hires, Retirements/Terminations and Promotions. During the time period between March 2011 and March 2012, 50% (n=3) of new clinical track faculty were female, and 50% (n=3) were male; none were faculty of color. In addition, one white female and two white male faculty were promoted from clinical assistant professor to clinical associate professor; and one white male faculty member was promoted from clinical assistant professor to clinical professor<sup>54</sup>. There was one white female who retired or terminated from the clinical track within the eight schools during AY2012.

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<sup>54</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

## XI. 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 full professors, but also by associate professors, so we considered both associate professors and full 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 AY2012, 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 AY2012.

### NAMED PROFESSORSHIPS

#### College of LSA (Humanities)

The LSA Humanities departments reported the following changes in named professorships from AY2009 to AY2012: a net increase of 5 females and 4 males; and a net increase of 9 white faculty members. Female faculty in the Humanities held named professorships at a lower rate than men during both AY2009 and AY2012 (36% of women full professors and 43% of male full professors in AY2012); 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 19) to have held such professorships in AY2012.

Forty-two percent of white faculty held named professorships, followed by 38% of underrepresented minority faculty and 14% of Asian/Asian American faculty. If Asian/Asian American faculty held named professorships at the same rate as their white colleagues, we would expect 2 more Asian/Asian American faculty to have held such professorships in AY2012 (up to 3).

#### College of LSA (Social Sciences)

From AY2009 to AY2012, the number of male faculty with named professorships increased by 11 and the number of women increased by 13; in addition, the number of Asian/Asian American faculty with named professorships decreased by 1, and the number of underrepresented minority faculty and white faculty increased by 9 and 16, respectively, during the same time period. Similar to AY2009, female faculty in the Social Sciences held named professorships at a lower rate than men (35% versus 42%, respectively); see Table 31. Overall, if women held named professorships at the same rate as their male colleagues, we would expect 6 more women (up to 36) to have held such professorships in AY2012.

Forty-one percent of white faculty held named professorships, followed by 35% of underrepresented minority faculty and 23% of Asian/Asian American faculty; if underrepresented minority and Asian/Asian American faculty held named professorships at the same rate as their white colleagues, we would expect 2 more underrepresented minority and 2 more Asian/Asian American faculty to have held named professorships in AY2012.

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

Overall, female non-STEM faculty in the six schools held named professorships at a lower rate than men (10% versus 24%, respectively) in AY2012; see Table 32. The opposite was true in AY2009, when female non-STEM

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 3 additional women to have held such appointments in AY2012 (bringing the total to 5).

Twenty-two percent of white faculty held named professorships in AY2012, up from 13% in AY2009. As in AY2009, no Asian/Asian American or underrepresented minority faculty held 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 in AY2012.

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

Overall, male full professors held named professorships at a higher rate than women in AY2009 (55% and 42%, respectively) as well as in AY2012 (51% and 43%, respectively); see Table 33. If women held named professorships at the same rate as men, we would expect 7 additional women to have held a named professorship in AY2012 (bringing the total to 42).

Sixty-two percent of Asian/Asian American, 49% of white, and 26% of underrepresented minority full professors held a named professorship in AY2012, 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 in AY2012 (bringing the total to 11).

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

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

Women served on department- and college-level tenure/promotion committees at a lower rate than men in AY2012 (25% and 29%, respectively); see Table 34. Comparing AY2009 to AY2012, there was a net increase of two female and two male faculty serving on tenure/promotion committees. If women served on these committees at the same rate as men, we would expect four more female senior faculty to have served on tenure/promotion committees in AY2012.

Compared to AY2009, four fewer Asian/Asian American faculty, one more underrepresented minority faculty member, and 7 more white faculty served in AY2012. White faculty (29%) served on these tenure/promotion committees at a higher rate than Asian/Asian American (9%) and underrepresented minority (23%) faculty in AY2012. If these faculty served on tenure/promotion committees at the same rate as their white colleagues, we would expect 2 more Asian/Asian American faculty and 1 more underrepresented minority faculty member to have served on a committee in AY2012.

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

Women served on tenure/promotion committees (department and college levels combined) at a higher rate than men in AY2012 (23% and 19%, respectively) as well as AY2009 (23% and 10%, respectively); see Table 35. Between these two time points the number of women serving on a tenure/promotion committee increased by 7 and the number of men increased by 18; similarly, the number of Asian/Asian American and underrepresented minority faculty on these committees increased by 3 and 5, respectively, and the number of white faculty increased by 20. Twenty-six percent of Asian/Asian American faculty served on tenure/promotion committees, followed by 23% of white faculty and 13% of underrepresented minority faculty. If underrepresented minority faculty served at the same rate as white faculty, we would expect 6 more underrepresented minority faculty (up to 13) to have served during AY2012.

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

In AY2012, female non-STEM faculty in the six schools served on tenure/promotion committees (at either the department or college level) at a lower rate than their male colleagues (26% and 31%, respectively), compared to AY2009, when women and men served at comparable rates (32% and 34%, respectively); see Table 36. If women served on tenure/promotion committees at the same rate as men, we would expect 2 additional women to have served on such a committee (bringing the total to 11).

Forty-three percent of Asian/Asian American faculty served on tenure/promotion committees, as did 31% of white faculty and 10% 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 2 additional underrepresented minority faculty to have served on such a committee in AY2012 (bringing the total to 3).

### **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 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 AY2012 (37% and 29%, respectively, in AY2009; 14% and 11%, respectively, in AY2012); 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 AY2012 (bringing the total to 19).

Fourteen percent of underrepresented minority faculty and white faculty served on tenure/promotion committees, compared to 9% of Asian/Asian American faculty in AY2012; the rates were 26%, 33%, and 53% respectively, in AY2009. If Asian/Asian American faculty served on tenure/promotion committees at the same rate as underrepresented and white faculty, we would expect 2 more to have served on these committees in AY2012 (bringing the total to 6).

## **FACULTY LEADERSHIP: ADMINISTRATIVE POSITIONS<sup>55</sup>**

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

From AY2009 to AY2012, the number of female senior faculty who held administrative positions (at all levels) decreased by 6, and the number of male senior faculty remained the same at 27. During AY2012, female senior faculty held administrative positions, at all levels (department, college, and university level administrative positions), at a higher rate than men (27% and 21%, respectively), whereas women and men held administrative rates at a comparable rate in AY2009; see Table 38.

During the same period, the number of senior Asian/Asian American faculty who held administrative positions decreased by 2, and the number of underrepresented minority and white faculty increased by 6 and 2, respectively. Nine percent of Asian/Asian American associate and full professors held administrative positions, whereas 32% of underrepresented minority faculty and 23% of white faculty held administrative appointments during the same period; no female faculty of color in the humanities held a university or college level administrative position in AY2012. If Asian/Asian American faculty held administrative appointments at the same rate as their white colleagues, we would have expected 3 Asian/Asian American faculty to have held such appointments in AY2012 (up from 1).

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

From AY2009 to AY2012, the number of female senior faculty with administrative positions increased by one (at 26) and the number of men increased by 9. In AY2012, female senior faculty held department, college, and university level administrative positions at a similar rate than their male colleagues (20% and 21%, respectively), whereas female senior faculty held administrative appointments at a slightly higher rate than senior men in AY2009 (31% and 27%, respectively); see Table 39. Comparing AY2012 to AY2009, the number of Asian/Asian American faculty with administrative positions increased by 4, underrepresented minority faculty increased by 5, and white faculty decreased by 1; Asian/Asian American, underrepresented minority, and white faculty held administrative at comparable rates (22%, 20%, and 20%, respectively).

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

Among non-STEM 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 AY2009 (9% and 15%, respectively); in contrast, women held these positions at a higher rate than men in AY2012 (21% and 13%, respectively); see

<sup>55</sup> Department level administrative appointments include positions such as department chair, associate chair, and director of graduate/undergraduate studies; this category also includes program and center positions such as director and associate director. College level administrative appointments include positions such as dean and associate dean, and University level appointments include positions such as President and Provost.

Table 40. If men held these positions at the same rate as women, we would expect 5 additional men to have served in such a position (bringing the total to 12).

With regard to race/ethnicity, 18% of white faculty held administrative positions (up from 15% in AY2009), as did 10% of underrepresented minority faculty (up from 0% in AY2009). As in AY2009, no Asian/Asian American faculty held such positions in AY2012. If Asian/Asian American and underrepresented minority faculty held administrative positions at the same rate as their white colleagues, we would expect 1 more Asian/Asian American and 2 more 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 AY2009 (27% and 19%, respectively) but a slightly lower rate in AY2012 (21% and 22%, respectively); see Table 41. In addition, 23% of white, 19% of Asian/Asian American, and 18% of underrepresented minority senior faculty held administrative positions in AY2012, compared to 21%, 16%, and 21%, respectively, in AY2009. If underrepresented minority faculty held administrative positions at the same rate as their white colleagues, we would expect three additional underrepresented minority faculty to have held such appointments (bringing the total to 12).

## **FACULTY LEADERSHIP: EXECUTIVE COMMITTEES<sup>56</sup>**

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

The LSA Humanities departments reported the following changes in executive committee membership from AY2009 to AY2012: a net increase of 5 females and 4 males; and a net increase of 4 underrepresented minority and 5 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 AY2012 (27% and 39%, respectively); see Table 42. If women served on executive committees at the same rate as men, we would expect 10 additional female associate or full professors on these committees in Humanities departments in AY2012. Thirty-six percent of white faculty served on an executive committee, followed by 27% of underrepresented minority faculty and 27% of Asian/Asian American faculty. If underrepresented minority and Asian/Asian American faculty served on executive committees at the same rate as white faculty, we would expect 2 more underrepresented minority faculty and 1 more Asian/Asian American faculty member on these committees.

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

The LSA Social Science departments reported the following changes in executive committee membership from AY2009 to AY2012: a net decrease of 1 female and an increase of 7 males as well as a net increase of 5 Asian/Asian American and 8 underrepresented minority faculty and a net decrease of 7 white faculty members. Women associate and full professors served on executive committees at a higher rate than male associate and full professors in both AY2009 and AY2012 (23% and 18%, respectively, in AY2012); see Table 43. Thirty percent of Asian/Asian American and 29% of underrepresented minority faculty served on executive committees during the same period; 17% of white faculty served on executive committees during this period. No faculty of color from the social sciences served on the college level executive committee in AY2012.

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

Among non-STEM faculty in the six schools, women associate and full professors served on executive committees at a lower rate than their male counterparts in AY2009 (6% and 15%, respectively) and at a higher rate in AY2012 (24% and 13%, respectively); see Table 44. If men served on executive committees at the same rate as women, we would expect 6 additional men to have served on such committees (bringing the total to 13). In regard to race/ethnicity, 29% of Asian/Asian American faculty, 20% of underrepresented minority faculty, and 15% of white faculty served on executive committees in AY2012, compared to 0%, 13%, and 12%, respectively, in AY2009.

<sup>56</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).



**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 colleagues in both AY2009 and AY2012 (18% and 12%, respectively, in AY2009; 13% and 11%, respectively, in AY2012); see Table 45. If men had served on executive committees at the same rate as women, we would expect 5 more men to have served on an executive committee in AY2012 (bringing the total to 35). It is important to note here that the Law School did not have any executive committees, and only one school had department-level executive committees. In terms of race/ethnicity, underrepresented minority faculty served on college-level executive committees at a rate of 14%, followed by 12% of white faculty and 9% of Asian/Asian American faculty in AY2012, compared to 18%, 14%, and 5%, respectively, in AY2009.

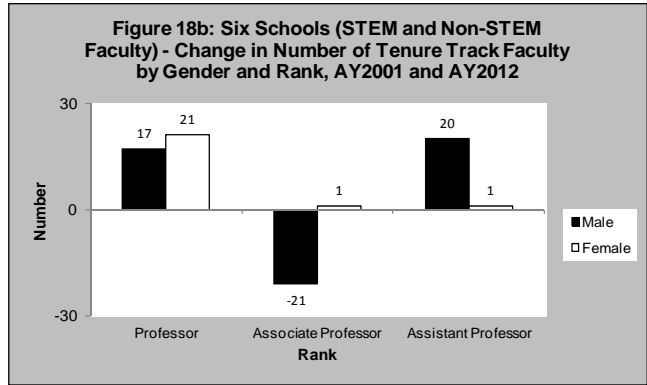
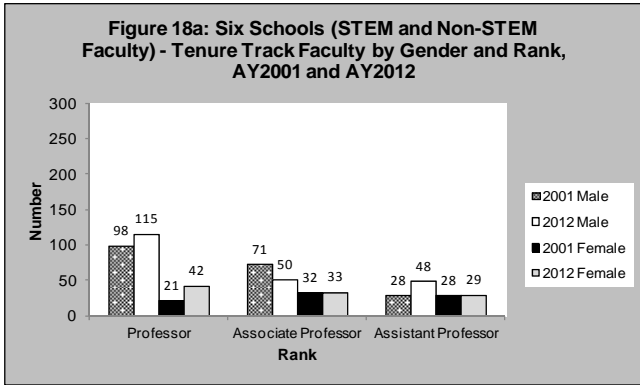
**XII. SIX SCHOOLS WITH BOTH STEM AND NON-STEM FACULTY**

**OVERVIEW**

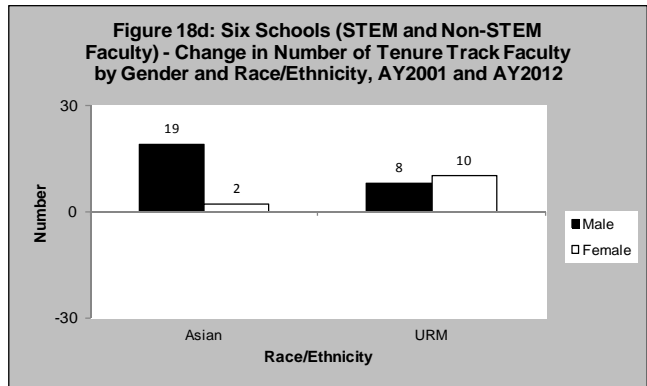
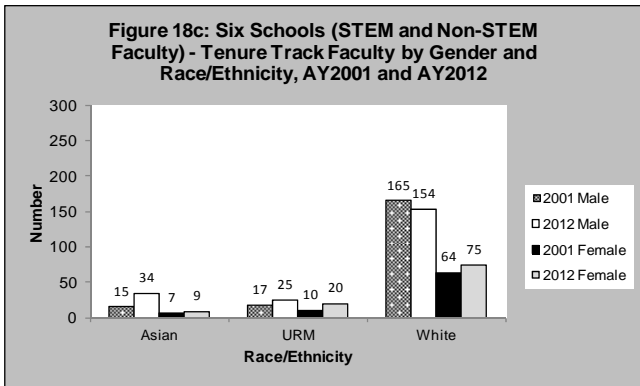
In this section we discuss *all* faculty from the six schools with both STEM and non-STEM faculty (Dentistry, Information, Kinesiology, Pharmacy, Natural Resources and Environment, and Public Health).

**INSTRUCTIONAL (TENURE) TRACK**

**Rates of Faculty by Rank.** The overall gender composition of faculty (both STEM and non-STEM) across these six schools changed slightly from AY2001 to AY2012: in AY2001, these schools were 29% (n=81) female and 71% (n=197) male, and in AY2012, they were 33% (n=104) female and 67% male (n=213) (see Table 46 and Figures 18a-b). Looking at all six schools by rank, the proportion of women was highest at the rank of associate professor (40%, or 33 of 83); women also constituted 38% (29 of 77) of assistant professors and 27% (42 of 157) of full professors.



In AY2012, the overall composition of faculty across the six schools by race/ethnicity was 14% Asian/Asian American (n=43), 14% underrepresented minority (n=45), and 72% white (n=229) faculty, compared to 8% (n=22), 10% (n=27), and 82% (n=229) in AY2001; see Figures 18c-d. Similar to other units, in AY2012, Asian/Asian American faculty comprised the greatest proportion of faculty at the assistant professor level (23%, or 18 of 77); they also comprised 13% (11 of 83) of associate professors and 9% (14 of 157) of full professors. Across these six schools, underrepresented minority faculty comprised 22% (n=17) of assistant professors, 16% (n=13) of associate professors, and 10% (n=15) of full professors.



A larger proportion of male faculty were Asian/Asian American compared with underrepresented minority faculty (16% and 12%, respectively); by contrast, a larger proportion of female faculty were underrepresented minority faculty, compared with Asian/Asian American faculty (19% and 9%, respectively). The proportions of Asian/Asian American and underrepresented minority male faculty were highest at the assistant professor level (33% and 23%, respectively); they comprised 12% and 14%, respectively, of male associate professors and 10% and 6%, respectively, of male full professors. In contrast, the proportion of Asian/Asian American female faculty was highest at the rank of associate professor (15%); they comprised 7% of female assistant professors and 5% of female full professors. The proportion of underrepresented minority female faculty was highest at the rank of assistant professor (21%), followed by full professor (19%) and associate professor (18%).

**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, 27% (n=6) of new faculty on the regular instructional track were women and 73% (n=16) were men across the six schools. The new faculty included 5 Asian/Asian American faculty, 6 underrepresented minority faculty, and 11 white faculty. These six schools lost 10 women (1 Asian/Asian American, 2 underrepresented minority, and 7 white faculty) and 10 men (1 Asian/Asian American, 3 underrepresented minority, and 6 white faculty) during this period to retirement or other terminations. Thirteen faculty were promoted<sup>57</sup> to associate or full professor during AY2012: 5 females (2 underrepresented minority and 3 white faculty) and 8 males (2 Asian/Asian American and 6 white faculty).

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

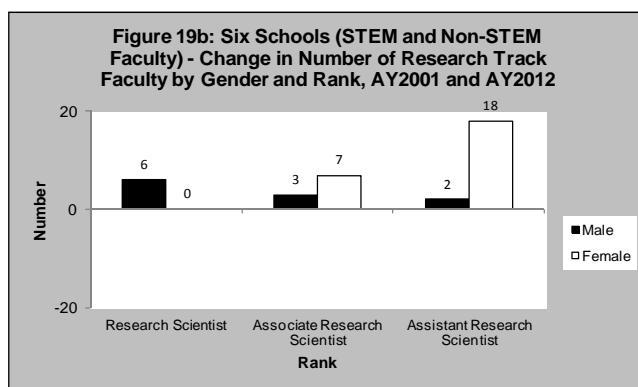
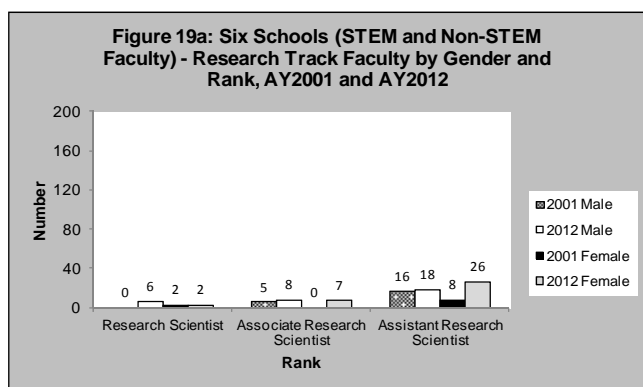
**Associate Professors, Average Number of Years in Rank**

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 AY2012 (7.6 and 9.4, respectively). From AY2001 to AY2012, the average number of years in rank for male associate professors fell from 11.3 to 9.4, and the average for female associate professors fell from 9.1 to 7.6. 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 (10.1 and 8.0; n=37 and 28, respectively); the same was true for male associate professors hired as associate professors, when compared to comparable female associate professors (7.2 and 4.9; n=13 and 5, respectively); see Table 49.

Overall, white faculty had the highest average years in rank (10.0), followed by underrepresented minority faculty (7.2) and Asian/Asian American faculty (3.4). This same pattern held true for associate professors who were promoted to the associate rank at UM: white faculty (10.0, n=49), underrepresented minority faculty (8.6, n=10), and Asian/Asian American faculty (4.0, n=6). For associate professors hired at the associate rank, the average for white faculty was highest (9.8, n=10), followed by Asian/Asian American faculty (2.6, n=5) and underrepresented minority faculty (2.5, n=3).

**RESEARCH TRACK**

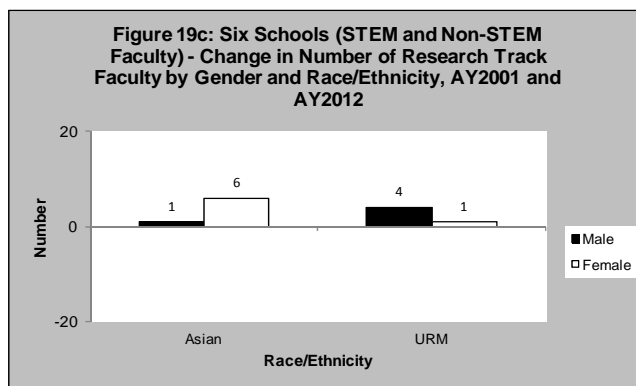
**Rates of Faculty by Rank.** Women comprised 52% (n=35) of all research track faculty (STEM and non-STEM faculty) in the six schools in AY2012, up from 32% (n=10) in AY2001; men comprised 48% (n=32) of all faculty on the research track in AY2012, down from 68% (n=21) in AY2001 (see Table 47 and Figures 19a-b). A majority of the women were at the assistant research scientist level (n=26, representing 59% of faculty at this rank); women comprised 47% (7 of 15) of faculty at the rank of associate research scientist and 25% (2 of 8) of faculty at the rank of research scientist.



In AY2012, 25% (n=17) of faculty on the research track were Asian/Asian American, 7% (n=5) were underrepresented minorities, and 68% (n=45) were white, compared to 32%, 0%, and 68%, respectively, in

<sup>57</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

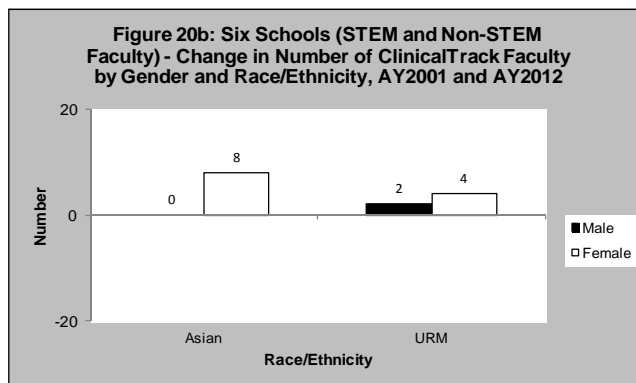
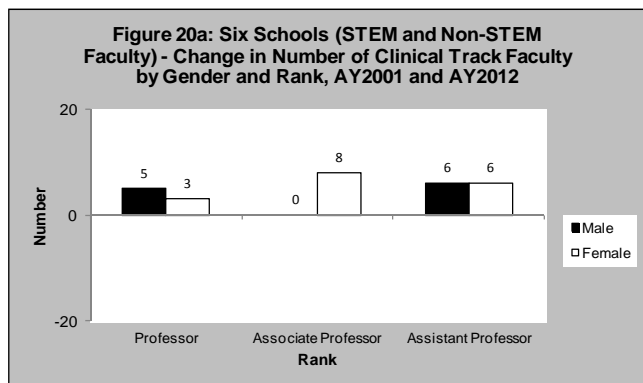
AY2001 (see Figure 19c). A majority of Asian/Asian American faculty were at the rank of assistant research scientist, representing 32% (n=14) of faculty at this rank; the remaining three Asian/Asian American faculty comprised 13% (n=2) of the associate research scientist rank and 13% (n=1) of the research scientist rank. All five underrepresented minorities were at the rank of assistant research scientist, representing 11% of faculty at this rank.



**New Hires, Retirements/Terminations and Promotions.** During the period between March 2011 and March 2012, women were 56% (n=5) and men were 44% (n=4) of new faculty on the research track in AY2012, of whom 22% (n=2) were Asian/Asian American, 11% (n=1) were underrepresented minority, and 67% (n=6) were white faculty. A total of 4 women (2 Asian/Asian American and 2 white faculty) and 9 men (3 Asian/Asian American and 6 white faculty) retired or were otherwise terminated during AY2012. In addition, 2 white female faculty were promoted<sup>58</sup>.

### CLINICAL TRACK

**Rates of Faculty by Rank.** In AY2012, there were 40 female clinical track faculty (STEM and non-STEM faculty), representing 51% of the clinical track faculty in the six schools, up from 45% (n=23) in AY2001; see Table 48 and Figure 20a. The proportion of women was highest at the rank of clinical associate professor (60%, or 15 of 25), followed by 51% (22 of 43) at the rank of clinical assistant professor and 27% (3 of 11) at the rank of clinical professor.



Overall, Asian/Asian American faculty comprised 15% (n=12) of clinical track faculty, underrepresented minority faculty comprised 15% (n=12), and white faculty comprised 70% (n=55) in AY2012, compared to 8%, 12%, and 80%, respectively, in AY2001; see Figure 20b. Asian/Asian American faculty were 14% (6 of 43) of clinical assistant professors and 24% (6 of 25) of clinical associate professors; no Asian/Asian American faculty held the rank of clinical professor. Underrepresented minority faculty were 9% (n=4) of clinical assistant professors, 20% (n=5) of clinical associate professors, and 27% (n=3) of clinical professors.

<sup>58</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

**New Hires, Retirements/Terminations and Promotions.** Between March 2011 and March 2012, there were 11 new clinical track faculty in the six schools, of whom 45% (n=5) were women. This new faculty cohort included 3 Asian/Asian American, 1 underrepresented minority, and 7 white faculty. A total of 2 white women and 3 men (1 Asian/Asian American and 2 white faculty) retired or terminated from the clinical track during AY2012. In addition, 1 underrepresented minority male faculty member and 4 white female faculty were promoted<sup>59</sup> to associate or full professor.

## **ADDITIONAL APPOINTMENTS AND HONORS**

### **Named Professorships**

Overall, male full professors held named professorships at higher rates than women in both AY2009 (15% and 12%, respectively) and in AY2012 (30% and 17%, respectively); see Table 50. If women held named professorships at the same rate as men, we would expect 6 additional women to have held named professorships in AY2012 (bringing the total to 13). In addition, 43% of Asian/Asian American full professors, 26% of white full professors, and 20% of underrepresented minority full professors held such professorships in AY2012, compared to 36%, 14%, and 0%, respectively, in AY2009.

### **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 AY2009 (24% and 21%, respectively) and at a lower rate in AY2012 (20% and 26%, respectively); see Table 51. If women served on tenure/promotion committees at the same rate as men, we would expect 5 more women to have served on such committees in AY2012 (bringing the total to 20). More than one-quarter of white faculty (26%) served on tenure/promotion committees, followed by 20% of Asian/Asian American senior faculty and 14% 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 7 Asian/Asian American and 7 underrepresented minority faculty (an increase of 2 and 3, respectively) to have served in AY2012.

### **Faculty Leadership: Administrative Positions<sup>60</sup>**

Both in AY2009 and AY2012, male and female associate and full professors held administrative positions (regardless of level) at comparable rates (19% and 18%, respectively, in AY2009 and 25% and 23%, respectively, in AY2012). In addition, 25% of white faculty, 25% of underrepresented minority faculty, and 16% of Asian/Asian American faculty held administrative positions (regardless of level) in AY2012, compared to 21%, 10%, and 11%, respectively, in AY2009; see Table 52. If Asian/Asian American faculty held administrative positions at the same rate as white faculty, we would expect 6 Asian/Asian American faculty (up from 4) to have held an administrative position.

### **Faculty Leadership: Executive Committees**

Across these six schools, men served on executive committees at a higher rate than their female colleagues in AY2009 (18% and 9%, respectively); in AY2012, women served on such committees at a slightly higher rate than men (21% and 18%, respectively); see Table 53. Approximately one-fifth of white senior faculty (19%), Asian/Asian American faculty (20%), and underrepresented minority faculty (18%) in the six schools served on an executive committee, compared to 15%, 11%, and 19%, respectively, in AY2009.

<sup>59</sup> With regard to faculty promotions, we report faculty whose promotions were effective in AY2012 (and thus were reviewed in the previous academic year, AY2011).

<sup>60</sup> Department level administrative appointments include positions such as department chair, associate chair, and director of graduate/undergraduate studies; this category also includes program and center positions such as director and associate director. College level administrative appointments include positions such as dean and associate dean, and University level appointments include positions such as President and Provost.

**XIII. APPENDIX A**

List of Degrees of Faculty Counted/Not Counted as STEM for the Six Schools with both STEM and Non-STEM 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-STEM 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:**

Counted	Not Counted	Individualized
Anatomy	Anthropology	Health Serv & Paramedical Tech
Astrophysics	Business Administration	Philosophy
Biochemistry	Education	Public Health
Bioengineering & Biomedical Engineering	Medical Record Librarianship	
Biology/Biological Sciences	Psychology	
Biometrics and Biostatistics	Social Work and Helping Service	
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		

**School of Information:**

Counted	Not Counted	Individualized
Computer & Information Science	Business Administration & Law	Information Sciences & Systems
Computer and Data Processing	Business Management	
Elect & Communication Eng	Communication	
Physics	Economics	
	History	
	Law	
	Library Science	
	Philosophy	
	Political Science & Government	
	Psychology	
	Public Administration and Mgmt	
	Social Sciences	
	Urban Studies	

**Division of Kinesiology:**

Counted	Not Counted	Individualized
Bioengineering & Biomedical Chemistry 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 Sociology	Athletic Training Exercise Science Health Professions Kinesiology Physical Education Physical Sciences

**School of Natural Resources:**

Counted	Not Counted	Individualized
Agriculture and Natural Resources Biology Biometrics and Biostatistics Chemical Engineering Ecology Environ & Sanitary Engineering Environmental Science Forestry Limnology Marine Biology Mechanical Engineering 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:**

Counted	Not Counted	Individualized
Biochemistry Biophysics Cell Biology Chemical Engineering Chemistry Food Technology 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:**

Counted	Not Counted	Individualized
Analytical Chemistry	Adult and Continuing Education	Environmental Health
Atmospheric Science & Meteorology	Anthropology	Health Professions
Biochemistry	Business Administration	Mathematics Education
Biology/Biological Sciences	Clinical Psychology	Public Health
Biometrics & Biostatistics	Developmental Psychology	
Cell Biology	Economics	
Chemistry	Educational Psychology	
Civil & Construction Engineering	Geography	
Computer and Information Science	Health Education	
Dentistry DDS or DMD Degree	Hospital & Health Care Admin	
Ecology	Law	
Engineering	Political Science & Government	
Environment Science	Psychology	
Foods, Nutrition & Dietetics	Social Psychology	
Genetics	Sociology	
Geochemistry	Urban Studies	
Information Sciences and Systems		
Mathematics		
Medical Specialties		
Medicine MD Degree		
Microbiology		
Molecular Biology		
Nutrition		
Occupational Health		
Physics		
Physiology		
Stats, Math, & Theory		
Toxicology		



Table 1: Faculty at the University of Michigan, 2011-2012

	Instructional Track		Research Track		Clinical Track	
	n	%	n	%	n	%
<b>ALL RANKS</b>						
Female	978	31%	131	35%	436	49%
Male	2128	69%	244	65%	458	51%
Asian/Asian American	443	14%	122	33%	152	17%
Underrepresented Minorities	319	10%	15	4%	62	7%
White	2344	75%	238	63%	680	76%
<b>PROFESSOR</b>						
Female	412	25%	9	21%	28	27%
Male	1225	75%	34	79%	77	73%
Asian/Asian American	161	10%	2	5%	6	6%
Underrepresented Minorities	132	8%	1	2%	6	6%
White	1344	82%	40	93%	93	89%
<b>ASSOCIATE</b>						
Female	297	38%	27	35%	97	45%
Male	487	62%	51	65%	118	55%
Asian/Asian American	121	15%	23	29%	36	17%
Underrepresented Minorities	103	13%	2	3%	19	9%
White	560	71%	53	68%	160	74%
<b>ASSISTANT</b>						
Female	269	39%	95	37%	311	54%
Male	416	61%	159	63%	263	46%
Asian/Asian American	161	24%	97	38%	110	19%
Underrepresented Minorities	84	12%	12	5%	37	6%
White	440	64%	145	57%	427	74%

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 2: STEM – Tenure Track Faculty by Gender and Race/Ethnicity, 2011-2012

	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	372	16%	23%	5%	58	22%	7%	314	23%	5%	
College of LSA (Natural Sciences)	281	20%	16%	6%	57	18%	7%	224	15%	6%	
Medical School (Basic Sciences)	124	31%	19%	2%	38	16%	3%	86	20%	2%	
Medical School (Clinical)	741	26%	18%	6%	189	19%	10%	552	17%	4%	
Six Additional Schools	205	30%	16%	13%	61	10%	18%	144	19%	11%	

	Assistant Professors										
	All				Female			Male			
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM	
College of Engineering	80	26%	31%	8%	21	24%	14%	59	34%	5%	
College of LSA (Natural Sciences)	61	34%	18%	7%	21	19%	5%	40	18%	8%	
Medical School (Basic Sciences)	25	24%	44%	0%	6	17%	0%	19	53%	0%	
Medical School (Clinical)	192	38%	30%	7%	73	21%	8%	119	36%	6%	
Six Additional Schools	54	37%	28%	17%	20	10%	15%	34	38%	18%	

	Associate Professors										
	All				Female			Male			
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM	
College of Engineering	73	26%	22%	8%	19	26%	5%	54	20%	9%	
College of LSA (Natural Sciences)	46	24%	26%	7%	11	27%	0%	35	26%	9%	
Medical School (Basic Sciences)	31	32%	23%	10%	10	20%	10%	21	24%	10%	
Medical School (Clinical)	170	28%	22%	4%	48	25%	4%	122	21%	4%	
Six Additional Schools	52	37%	13%	17%	19	16%	21%	33	12%	15%	

	Full Professors										
	All				Female			Male			
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM	
College of Engineering	219	8%	21%	4%	18	17%	0%	201	21%	4%	
College of LSA (Natural Sciences)	174	14%	12%	6%	25	12%	12%	149	12%	5%	
Medical School (Basic Sciences)	68	32%	7%	0%	22	14%	0%	46	4%	0%	
Medical School (Clinical)	379	18%	9%	6%	68	13%	16%	311	8%	4%	
Six Additional Schools	99	22%	11%	9%	22	5%	18%	77	13%	6%	

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, 2011-2012

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	83	18%	24%	2%	15	33%	0%	68	22%	3%
College of LSA (Natural Sciences)	43	26%	35%	5%	11	27%	9%	32	38%	3%
Medical School (Basic Sciences)	19	42%	32%	5%	8	38%	13%	11	27%	0%
Medical School (Clinical)	143	36%	43%	2%	51	43%	2%	92	43%	2%
Six Additional Schools	49	47%	31%	6%	23	30%	4%	26	31%	8%

Assistant Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	48	25%	35%	2%	12	42%	0%	36	33%	3%
College of LSA (Natural Sciences)	24	25%	46%	4%	6	17%	17%	18	56%	0%
Medical School (Basic Sciences)	18	44%	28%	6%	8	38%	13%	10	20%	0%
Medical School (Clinical)	106	34%	45%	2%	36	47%	0%	70	44%	3%
Six Additional Schools	30	50%	43%	10%	15	33%	7%	15	53%	13%

Associate Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	18	6%	11%	6%	1	0%	0%	17	12%	6%
College of LSA (Natural Sciences)	10	30%	40%	0%	3	67%	0%	7	29%	0%
Medical School (Basic Sciences)	1	0%	100%	0%	0	#DIV/0!	#DIV/0!	1	100%	0%
Medical School (Clinical)	30	40%	47%	3%	12	42%	8%	18	50%	0%
Six Additional Schools	13	54%	8%	0%	7	14%	0%	6	0%	0%

Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	17	12%	6%	0%	2	0%	0%	15	7%	0%
College of LSA (Natural Sciences)	9	22%	0%	11%	2	0%	0%	7	0%	14%
Medical School (Basic Sciences)	0	#DIV/0!	#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!
Medical School (Clinical)	7	43%	0%	0%	3	0%	0%	4	0%	0%
Six Additional Schools	6	17%	17%	0%	1	100%	0%	5	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, 2011-2012

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)	728	47%	19%	6%	345	19%	6%	383	18%	5%	
Six Additional Schools	74	49%	16%	15%	36	28%	14%	38	5%	16%	

Clinical Assistant Professors											
	All				Female			Male			
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM	
Medical School (Clinical)	484	53%	21%	6%	255	21%	7%	229	21%	6%	
Six Additional Schools	40	50%	15%	10%	20	30%	10%	20	0%	10%	

Clinical Associate Professors											
	All				Female			Male			
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM	
Medical School (Clinical)	171	40%	18%	5%	69	16%	4%	102	19%	6%	
Six Additional Schools	24	58%	25%	21%	14	29%	21%	10	20%	20%	

Clinical Professors											
	All				Female			Male			
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM	
Medical School (Clinical)	73	29%	8%	3%	21	10%	0%	52	8%	4%	
Six Additional Schools	10	20%	0%	20%	2	0%	0%	8	0%	25%	

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, 2011-2012

	Female		Male		All 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	6.0	5.6	7.2	5.7	3.7	3.3	11.7	4.3	7.5
College of LSA (Natural Sciences)	4.0	2.2	2.8	3.0	3.4	2.4	2.5	0.0	3.1	3.2
Medical School (Basic Sciences)	5.9	0.0	6.2	3.4	7.4	0.0	10.0	3.8	5.2	3.2
Medical School (Clinical)	3.0	4.0	6.1	6.3	3.0	4.1	6.5	2.7	5.8	6.5
Six Additional Schools	7.9	5.3	9.5	6.7	3.5	3.0	9.2	2.5	9.6	10.3

	A/AA		Female URM		White		A/AA		Male URM		White	
	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc	prom to assoc	hired as assoc
	College of Engineering	2.8	3.8	15.5	0.0	6.0	6.3	4.0	2.2	10.5	4.3	8.0
College of LSA (Natural Sciences)	2.5	2.2	0.0	0.0	4.4	0.0	3.6	2.5	2.5	0.0	2.6	3.2
Medical School (Basic Sciences)	2.0	0.0	16.5	0.0	5.5	0.0	9.5	0.0	3.5	3.8	5.1	3.2
Medical School (Clinical)	3.2	3.7	5.0	0.0	2.7	4.0	2.9	4.1	7.2	2.7	6.8	8.0
Six Additional Schools	4.5	0.0	7.8	2.5	9.1	6.3	0.5	3.0	10.5	2.5	9.8	16.4

Table 6: College of Engineering - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All %			Female %			Male %		
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	6%	2%	2%	0%	3%	0%	#DIV/0!	7%	2%	0%	3%
N	1	5	1	0	5	0	0	1	1	0	4
Collegiate	11%	9%	9%	13%	9%	0%	#DIV/0!	13%	10%	13%	9%
N	2	18	4	1	15	0	0	2	4	1	13
Endowed	0%	19%	16%	13%	18%	0%	#DIV/0!	0%	17%	13%	20%
N	0	38	7	1	30	0	0	0	7	1	30
Thurnau (for teaching)	11%	8%	7%	25%	8%	33%	#DIV/0!	7%	5%	25%	8%
N	2	16	3	2	13	1	0	1	2	2	12
TOTAL	28%	38%	33%	50%	38%	33%	#DIV/0!	27%	33%	50%	39%
N	5	77	15	4	63	1	0	4	14	4	59

Table 7: College of LSA (Natural Sciences) - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All %			Female %			Male %		
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	0%	5%	0%	10%	5%	0%	0%	0%	0%	14%	6%
N	0	8	0	1	7	0	0	0	0	1	7
Collegiate	24%	21%	19%	30%	22%	0%	33%	26%	22%	29%	21%
N	6	32	4	3	31	0	1	5	4	2	26
Endowed	12%	2%	5%	0%	3%	33%	0%	11%	0%	0%	2%
N	3	3	1	0	5	1	0	2	0	0	3
Thurnau (for teaching)	12%	9%	0%	10%	10%	0%	0%	16%	0%	14%	10%
N	3	13	0	1	15	0	0	3	0	1	12
TOTAL	48%	38%	24%	50%	41%	33%	33%	53%	22%	57%	39%
N	12	56	5	5	58	1	1	10	4	4	48

Table 8: Medical School (Basic Sciences) - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All %			Female %			Male %		
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	0%	0%	0%	#DIV/0!	0%	0%	#DIV/0!	0%	0%	#DIV/0!	0%
N	0	0	0	0	0	0	0	0	0	0	0
Collegiate	18%	13%	20%	#DIV/0!	14%	33%	#DIV/0!	16%	0%	#DIV/0!	14%
N	4	6	1	0	9	1	0	3	0	0	6
Endowed	0%	9%	20%	#DIV/0!	5%	0%	#DIV/0!	0%	50%	#DIV/0!	7%
N	0	4	1	0	3	0	0	0	1	0	3
Thurnau (for teaching)	0%	2%	0%	#DIV/0!	2%	0%	#DIV/0!	0%	0%	#DIV/0!	2%
N	0	1	0	0	1	0	0	0	0	0	1
TOTAL	18%	24%	40%	#DIV/0!	21%	33%	#DIV/0!	16%	50%	#DIV/0!	23%
N	4	11	2	0	13	1	0	3	1	0	10

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, 2011-2012

	% Female		All %			% Female			% Male		
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	1%	1%	0%	0%	1%	0%	0%	2%	0%	0%	1%
N	1	3	0	0	4	0	0	1	0	0	3
Collegiate	6%	7%	9%	0%	7%	0%	0%	8%	12%	0%	7%
N	4	21	3	0	22	0	0	4	3	0	18
Endowed	15%	30%	36%	35%	26%	25%	9%	15%	40%	58%	27%
N	10	92	12	8	82	2	1	7	10	7	75
Thurnau (for teaching)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
N	0	1	0	0	1	0	0	0	0	0	1
<b>TOTAL</b>	<b>22%</b>	<b>38%</b>	<b>45%</b>	<b>35%</b>	<b>34%</b>	<b>25%</b>	<b>9%</b>	<b>25%</b>	<b>52%</b>	<b>58%</b>	<b>36%</b>
N	15	117	15	8	109	2	1	12	13	7	97

Table 10: Science Faculty from the Six Schools - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All %			% Female			% Male		
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
N	0	0	0	0	0	0	0	0	0	0	0
Collegiate	5%	17%	36%	22%	10%	100%	0%	0%	30%	40%	13%
N	1	13	4	2	8	1	0	0	3	2	8
Endowed	18%	17%	18%	11%	18%	0%	25%	18%	20%	0%	18%
N	4	13	2	1	14	0	1	3	2	0	11
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
<b>TOTAL</b>	<b>23%</b>	<b>34%</b>	<b>55%</b>	<b>33%</b>	<b>28%</b>	<b>100%</b>	<b>25%</b>	<b>18%</b>	<b>50%</b>	<b>40%</b>	<b>31%</b>
N	5	26	6	3	22	1	1	3	5	2	19

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, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	5%	2%	2%	0%	3%	13%	0%	4%	0%	0%	3%
N	2	5	1	0	6	1	0	1	0	0	5
Department Level Committee	14%	22%	26%	14%	19%	0%	0%	18%	30%	15%	20%
N	5	55	16	2	42	0	0	5	16	2	37
TOTAL	19%	24%	28%	14%	22%	13%	0%	21%	30%	15%	22%
N	7	60	17	2	48	1	0	6	16	2	42

Table 12: College of LSA (Natural Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	6%	2%	0%	8%	2%	0%	0%	7%	0%	10%	1%
N	2	3	0	1	4	0	0	2	0	1	2
Department Level Committee	31%	39%	36%	23%	39%	33%	33%	30%	37%	20%	40%
N	11	71	12	3	67	2	1	8	10	2	59
TOTAL	36%	40%	36%	31%	41%	33%	33%	37%	37%	30%	41%
N	13	74	12	4	71	2	1	10	10	3	61

Table 13: Medical School (Basic Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	3%	1%	0%	0%	2%	0%	0%	4%	0%	0%	2%
N	1	1	0	0	2	0	0	1	0	0	1
Department Level Committee	28%	25%	25%	0%	27%	60%	0%	23%	0%	0%	29%
N	9	17	3	0	23	3	0	6	0	0	17
TOTAL	31%	27%	25%	0%	30%	60%	0%	27%	0%	0%	31%
N	10	18	3	0	25	3	0	7	0	0	18

Table 14: Medical School (Clinical Departments) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	2%	1%	3%	0%	1%	0%	0%	2%	4%	0%	1%
N	2	4	2	0	4	0	0	2	2	0	2
Department Level Committee	16%	16%	14%	7%	17%	16%	8%	17%	14%	6%	17%
N	18	71	10	2	77	3	1	14	7	1	63
TOTAL	18%	17%	17%	7%	18%	16%	8%	20%	18%	6%	18%
N	20	75	12	2	81	3	1	16	9	1	65

Table 15: Science Faculty from the Six Schools - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	10%	17%	11%	11%	17%	0%	0%	14%	14%	20%	17%
N	4	19	2	2	19	0	0	4	2	2	15
Department Level Committee	5%	6%	0%	6%	7%	0%	0%	7%	0%	10%	7%
N	2	7	0	1	8	0	0	2	0	1	6
TOTAL	15%	24%	11%	17%	23%	0%	0%	21%	14%	30%	24%
N	6	26	2	3	27	0	0	6	2	3	21

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, 2011-2012

	% Female		All			% Female			% Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University Level Position	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	2%
N	0	3	0	0	3	0	0	0	0	0	0	3
College Level Position	14%	4%	5%	14%	5%	0%	100%	14%	6%	8%	4%	
N	5	11	3	2	11	0	1	4	3	1	7	
Department Level Position	11%	11%	10%	7%	12%	13%	0%	11%	9%	8%	12%	
N	4	29	6	1	26	1	0	3	5	1	23	
TOTAL	24%	17%	15%	21%	18%	13%	100%	25%	15%	15%	17%	
N	9	43	9	3	40	1	1	7	8	2	33	

Table 17: College of LSA (Natural Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			% Female			% Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University Level Position	14%	1%	6%	0%	3%	33%	0%	11%	0%	0%	1%	
N	5	2	2	0	5	2	0	3	0	0	2	
College Level Position	0%	2%	0%	0%	2%	0%	0%	0%	0%	0%	2%	
N	0	3	0	0	3	0	0	0	0	0	3	
Department Level Position	19%	15%	9%	8%	18%	0%	0%	26%	11%	10%	16%	
N	7	28	3	1	31	0	0	7	3	1	24	
TOTAL	33%	18%	15%	8%	22%	33%	0%	37%	11%	10%	20%	
N	12	33	5	1	39	2	0	10	3	1	29	

Table 18: Medical School (Basic Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			% Female			% Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University Level Position	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	2%	
N	0	1	0	0	1	0	0	0	0	0	1	
College Level Position	3%	3%	0%	0%	4%	0%	0%	4%	0%	0%	3%	
N	1	2	0	0	3	0	0	1	0	0	2	
Department Level Position	9%	9%	8%	0%	10%	20%	0%	8%	0%	0%	10%	
N	3	6	1	0	8	1	0	2	0	0	6	
TOTAL	13%	13%	8%	0%	14%	20%	0%	12%	0%	0%	16%	
N	4	9	1	0	12	1	0	3	0	0	9	

Table 19: Medical School (Clinical Departments) - Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			% Female			% Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University Level Position	1%	1%	0%	3%	1%	0%	8%	0%	0%	0%	1%	
N	1	3	0	1	3	0	1	0	0	0	3	
College Level Position	4%	3%	1%	3%	4%	0%	8%	4%	2%	0%	4%	
N	4	15	1	1	17	0	1	3	1	0	14	
Department Level Position	5%	11%	4%	3%	11%	0%	0%	7%	6%	6%	12%	
N	6	47	3	1	49	0	0	6	3	1	43	
TOTAL	10%	15%	6%	10%	15%	0%	15%	11%	8%	6%	16%	
N	11	65	4	3	69	0	2	9	4	1	60	

Table 20: Science Faculty from the Six Schools - Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			% Female			% Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University Level Position	2%	4%	0%	0%	4%	0%	0%	3%	0%	0%	5%	
N	1	4	0	0	5	0	0	1	0	0	4	
College Level Position	7%	15%	0%	17%	14%	0%	13%	7%	0%	20%	16%	
N	3	16	0	3	16	0	1	2	0	2	14	
Department Level Position	15%	13%	22%	17%	11%	0%	25%	14%	29%	10%	10%	
N	6	14	4	3	13	0	2	4	4	1	9	
TOTAL	24%	31%	22%	33%	30%	0%	38%	24%	29%	30%	31%	
N	10	34	4	6	34	0	3	7	4	3	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.

Table 21: College of Engineering - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	5%	2%	3%	0%	3%	13%	0%	4%	2%	0%	3%
N	2	6	2	0	6	1	0	1	1	0	5
Department Level Committee	14%	19%	21%	21%	18%	0%	0%	18%	25%	23%	17%
N	5	49	13	3	38	0	0	5	13	3	33
TOTAL	19%	22%	25%	21%	20%	13%	0%	21%	26%	23%	20%
N	7	55	15	3	44	1	0	6	14	3	38

Table 22: College of LSA (Natural Sciences) - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	
	Female	Male	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	28%	17%	24%	8%	19%	17%	0%	33%	26%	10%	16%
N	10	32	8	1	33	1	0	9	7	1	24
TOTAL	31%	18%	24%	8%	20%	17%	0%	37%	26%	10%	17%
N	11	33	8	1	35	1	0	10	7	1	25

Table 23: Medical School (Basic Sciences) - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	6%	1%	0%	0%	4%	0%	0%	8%	0%	0%	2%
N	2	1	0	0	3	0	0	2	0	0	1
Department Level Committee	16%	13%	17%	0%	14%	20%	0%	15%	14%	0%	14%
N	5	9	2	0	12	1	0	4	1	0	8
TOTAL	22%	15%	17%	0%	18%	20%	0%	23%	14%	0%	16%
N	7	10	2	0	15	1	0	6	1	0	9

Table 24: Medical School (Clinical Departments) - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	0%	1%	0%	3%	1%	0%	0%	0%	0%	6%	1%
N	0	4	0	1	3	0	0	0	0	1	3
Department Level Committee	8%	10%	1%	0%	11%	5%	0%	10%	0%	0%	12%
N	9	42	1	0	50	1	0	8	0	0	42
TOTAL	8%	11%	1%	3%	12%	5%	0%	10%	0%	6%	12%
N	9	46	1	1	53	1	0	8	0	1	45

Table 25: Science Faculty from the Six Schools - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College Level Committee	20%	17%	11%	17%	19%	25%	13%	21%	7%	20%	19%
N	8	19	2	3	22	1	1	6	1	2	16
Department Level Committee	0%	4%	6%	0%	3%	0%	0%	0%	7%	0%	3%
N	0	4	1	0	3	0	0	0	1	0	3
TOTAL	20%	21%	17%	17%	22%	25%	13%	21%	14%	20%	22%
N	8	23	3	3	25	1	1	6	2	2	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 26: Non-STEM – Tenure Track Faculty by Gender and Race/Ethnicity, 2011-2012

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)	277	42%	7%	10%	117	9%	9%	160	6%	10%
College of LSA (Social Sciences)	447	45%	9%	22%	203	10%	26%	244	7%	18%
Non-STEM Faculty from the Six Schools	112	38%	9%	16%	43	7%	21%	69	10%	13%
Eight Additional Non-STEM Schools	511	35%	11%	13%	179	11%	15%	332	11%	12%

Assistant Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	44	52%	18%	11%	23	26%	9%	21	10%	14%
College of LSA (Social Sciences)	92	50%	15%	25%	46	11%	26%	46	20%	24%
Non-STEM Faculty from the Six Schools	23	39%	13%	35%	9	0%	33%	14	21%	36%
Eight Additional Non-STEM Schools	103	39%	15%	16%	40	18%	20%	63	13%	13%

Associate Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	107	45%	4%	8%	48	6%	8%	59	2%	8%
College of LSA (Social Sciences)	112	53%	10%	31%	59	14%	34%	53	6%	28%
Non-STEM Faculty from the Six Schools	31	45%	13%	13%	14	14%	14%	17	12%	12%
Eight Additional Non-STEM Schools	149	38%	15%	18%	56	18%	14%	93	13%	20%

Full Professors										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Humanities)	126	37%	6%	10%	46	4%	11%	80	8%	10%
College of LSA (Social Sciences)	243	40%	5%	16%	98	7%	20%	145	4%	13%
Non-STEM Faculty from the Six Schools	58	34%	5%	10%	20	5%	20%	38	5%	5%
Eight Additional Non-STEM Schools	259	32%	8%	9%	83	4%	13%	176	10%	7%

Table 27: Non-STEM – Research Track Faculty by Gender and Race/Ethnicity, 2011-2012

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)	5	60%	0%	0%	3	0%	0%	2	0%	0%
Non-STEM Faculty from the Six Schools	18	67%	11%	11%	12	8%	0%	6	17%	33%
Eight Additional Non-STEM Schools	11	64%	18%	9%	7	29%	0%	4	0%	25%

Assistant Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Social Sciences)	5	60%	0%	0%	3	0%	0%	2	0%	0%
Non-STEM Faculty from the Six Schools	14	79%	7%	14%	11	9%	0%	3	0%	67%
Eight Additional Non-STEM Schools	7	57%	29%	14%	4	50%	0%	3	0%	33%

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	#DIV/0!	#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!
Non-STEM Faculty from the Six Schools	2	0%	50%	0%	0	#DIV/0!	#DIV/0!	2	50%	0%
Eight Additional Non-STEM Schools	3	100%	0%	0%	3	0%	0%	0	#DIV/0!	#DIV/0!

Research Scientists										
	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of LSA (Social Sciences)	0	#DIV/0!	#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!
Non-STEM Faculty from the Six Schools	2	50%	0%	0%	1	0%	0%	1	0%	0%
Eight Additional Non-STEM Schools	1	0%	0%	0%	0	#DIV/0!	#DIV/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, 2011-2012

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	5	80%	0%	20%	4	0%	25%	1	0%	0%
Eight Additional Non-STEM Schools	69	48%	3%	12%	33	3%	21%	36	3%	3%

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	3	67%	0%	0%	2	0%	0%	1	0%	0%
Eight Additional Non-STEM Schools	30	57%	7%	7%	17	6%	12%	13	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	#DIV/0!	#DIV/0!
Eight Additional Non-STEM Schools	17	65%	0%	29%	11	0%	36%	6	0%	17%

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	#DIV/0!	#DIV/0!
Eight Additional Non-STEM Schools	22	23%	0%	5%	5	0%	20%	17	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, 2011-2012

	Female		Male		A/AA		URM		White	
	prom to	hired as	prom to	hired as	prom to	hired as	prom to	hired as	prom to	hired as
	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc
College of LSA (Humanities)	6.4	5.1	8.5	9.5	2.8	0.2	7.5	1.2	7.8	8.7
College of LSA (Social Sciences)	5.1	7.5	4.5	5.4	4.9	6.3	3.6	2.8	5.5	8.6
Non-STEM Faculty from the Six Schools	8.2	3.2	11.6	7.9	5.0	2.1	7.7	0.0	10.7	9.3
Eight Additional Non-STEM Schools	7.9	5.8	6.1	4.3	5.7	7.5	6.7	5.2	7.1	4.5

	Female						Male					
	A/AA		URM		White		A/AA		URM		White	
	prom to	hired as	prom to	hired as	prom to	hired as	prom to	hired as	prom to	hired as	prom to	hired as
	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc	assoc
College of LSA (Humanities)	4.0	0.2	7.0	1.5	6.6	6.5	0.5	0.0	7.7	0.5	8.8	10.1
College of LSA (Social Sciences)	5.0	6.3	4.3	4.0	5.7	10.3	4.8	0.0	2.6	1.2	5.3	7.2
Non-STEM Faculty from the Six Schools	5.0	0.0	4.5	0.0	9.7	3.2	0.0	2.1	11.0	0.0	11.7	10.8
Eight Additional Non-STEM Schools	4.5	0.0	9.0	8.5	8.8	5.1	6.9	7.5	5.7	4.2	6.1	4.2

Table 30: College of LSA (Humanities) - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	2%	11%	0%	8%	8%	0%	0%	3%	0%	13%	11%	
	<i>N</i>	1	8	0	1	8	0	0	1	0	1	7
Collegiate	22%	15%	0%	23%	18%	0%	20%	24%	0%	25%	15%	
	<i>N</i>	10	11	0	3	18	0	1	9	0	2	9
Endowed	2%	8%	14%	0%	6%	0%	0%	3%	20%	0%	8%	
	<i>N</i>	1	6	1	0	6	0	0	1	1	0	5
Thurnau (for teaching)	9%	9%	0%	8%	10%	0%	0%	11%	0%	13%	10%	
	<i>N</i>	4	7	0	1	10	0	0	4	0	1	6
<b>TOTAL</b>	<b>36%</b>	<b>43%</b>	<b>14%</b>	<b>38%</b>	<b>42%</b>	<b>0%</b>	<b>20%</b>	<b>39%</b>	<b>20%</b>	<b>50%</b>	<b>44%</b>	
	<i>N</i>	16	32	1	5	42	0	1	15	1	4	27

Table 31: College of LSA (Social Sciences) - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	6%	5%	8%	3%	6%	0%	0%	8%	17%	6%	4%	
	<i>N</i>	5	7	1	1	10	0	0	5	1	1	5
Collegiate	17%	19%	8%	23%	19%	0%	20%	19%	17%	25%	19%	
	<i>N</i>	15	27	1	7	34	0	3	12	1	4	22
Endowed	5%	9%	8%	0%	9%	14%	0%	5%	0%	0%	11%	
	<i>N</i>	4	13	1	0	16	1	0	3	0	0	13
Thurnau (for teaching)	7%	8%	0%	10%	8%	0%	7%	8%	0%	13%	8%	
	<i>N</i>	6	11	0	3	14	0	1	5	0	2	9
<b>TOTAL</b>	<b>35%</b>	<b>42%</b>	<b>23%</b>	<b>35%</b>	<b>41%</b>	<b>14%</b>	<b>27%</b>	<b>39%</b>	<b>33%</b>	<b>44%</b>	<b>42%</b>	
	<i>N</i>	30	58	3	11	74	1	4	25	2	7	49

Table 32: Non-Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	5%	3%	0%	0%	4%	0%	0%	7%	0%	0%	3%	
	<i>N</i>	1	1	0	0	2	0	0	1	0	0	1
Collegiate	0%	13%	0%	0%	10%	0%	0%	0%	0%	0%	15%	
	<i>N</i>	0	5	0	0	5	0	0	0	0	0	5
Endowed	5%	8%	0%	0%	8%	0%	0%	7%	0%	0%	9%	
	<i>N</i>	1	3	0	0	4	0	0	1	0	0	3
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
<b>TOTAL</b>	<b>10%</b>	<b>24%</b>	<b>0%</b>	<b>0%</b>	<b>22%</b>	<b>0%</b>	<b>0%</b>	<b>13%</b>	<b>0%</b>	<b>0%</b>	<b>26%</b>	
	<i>N</i>	2	9	0	0	11	0	0	2	0	0	9

Table 33: Eight Additional Non-STEM Schools - Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	5%	3%	5%	4%	4%	0%	9%	4%	6%	0%	3%	
	<i>N</i>	4	6	1	1	8	0	1	3	1	0	5
Collegiate	14%	11%	5%	4%	14%	0%	0%	17%	6%	8%	12%	
	<i>N</i>	12	20	1	1	30	0	0	12	1	1	18
Endowed	17%	31%	52%	13%	26%	33%	18%	16%	56%	8%	30%	
	<i>N</i>	14	55	11	3	55	1	2	11	10	1	44
Thurnau (for teaching)	6%	5%	0%	4%	6%	0%	0%	7%	0%	8%	5%	
	<i>N</i>	5	8	0	1	12	0	0	5	0	1	7
<b>TOTAL</b>	<b>42%</b>	<b>51%</b>	<b>62%</b>	<b>26%</b>	<b>49%</b>	<b>33%</b>	<b>27%</b>	<b>45%</b>	<b>67%</b>	<b>25%</b>	<b>51%</b>	
	<i>N</i>	35	89	13	6	105	1	3	31	12	3	74

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, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	
College	2%	2%	0%	5%	2%	0%	0%	3%	0%	8%	2%	
	<i>N</i>	2	3	0	1	4	0	0	2	0	1	2
Department	23%	27%	9%	18%	27%	20%	22%	23%	0%	15%	29%	
	<i>N</i>	20	34	1	4	49	1	2	17	0	2	32
TOTAL	25%	29%	9%	23%	29%	20%	22%	26%	0%	23%	31%	
	<i>N</i>	22	37	1	5	53	1	2	19	0	3	34

Table 35: College of LSA (Social Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	
College	5%	3%	0%	2%	4%	0%	4%	5%	0%	0%	3%	
	<i>N</i>	6	5	0	1	10	0	1	5	0	0	5
Department	19%	17%	26%	11%	18%	21%	15%	20%	33%	7%	18%	
	<i>N</i>	25	31	6	6	44	3	4	18	3	2	26
TOTAL	23%	19%	26%	13%	23%	21%	19%	25%	33%	7%	21%	
	<i>N</i>	31	36	6	7	54	3	5	23	3	2	31

Table 36: Non-Science Faculty from the Six Schools – Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	
College	26%	29%	29%	10%	31%	67%	17%	24%	0%	0%	34%	
	<i>N</i>	9	16	2	1	22	2	1	6	0	0	16
Department	0%	2%	14%	0%	0%	0%	0%	0%	25%	0%	0%	
	<i>N</i>	0	1	1	0	0	0	0	1	0	0	
TOTAL	26%	31%	43%	10%	31%	67%	17%	24%	25%	0%	34%	
	<i>N</i>	9	17	3	1	22	2	1	6	1	0	16

Table 37: Eight Additional Non-STEM Schools - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male			
	%	%	%	%	%	%	%	%	%	%	%	
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White	
College	9%	9%	2%	14%	9%	0%	16%	9%	3%	13%	9%	
	<i>N</i>	13	23	1	7	28	0	3	10	1	4	18
Department	1%	6%	7%	0%	5%	0%	0%	2%	10%	0%	6%	
	<i>N</i>	2	16	3	0	15	0	0	2	3	0	13
TOTAL	11%	14%	9%	14%	14%	0%	16%	11%	13%	13%	15%	
	<i>N</i>	15	39	4	7	43	0	3	12	4	4	31

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, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University	2%	0%	0%	0%	1%	0%	0%	3%	0%	0%	0%
N	2	0	0	0	2	0	0	2	0	0	0
College	0%	2%	0%	5%	1%	0%	0%	0%	0%	8%	1%
N	0	2	0	1	1	0	0	0	0	1	1
Department	25%	20%	9%	27%	22%	20%	22%	26%	0%	31%	19%
N	22	25	1	6	40	1	2	19	0	4	21
TOTAL	27%	21%	9%	32%	23%	20%	22%	28%	0%	38%	20%
N	24	27	1	7	43	1	2	21	0	5	22

Table 39: College of LSA (Social Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University	2%	2%	0%	0%	3%	0%	0%	3%	0%	0%	2%
N	3	3	0	0	6	0	0	3	0	0	3
College	1%	2%	0%	4%	1%	0%	0%	1%	0%	7%	1%
N	1	3	0	2	2	0	0	1	0	2	1
Department	17%	17%	22%	16%	17%	14%	15%	17%	33%	18%	16%
N	22	32	5	9	40	2	4	16	3	5	24
TOTAL	20%	21%	22%	20%	20%	14%	15%	22%	33%	25%	19%
N	26	38	5	11	48	2	4	20	3	7	28

Table 40: Non-Science Faculty from the Six Schools – Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University	0%	2%	0%	0%	1%	0%	0%	0%	0%	0%	2%
N	0	1	0	0	1	0	0	0	0	0	1
College	15%	9%	0%	10%	13%	0%	17%	16%	0%	0%	11%
N	5	5	0	1	9	0	1	4	0	0	5
Department	6%	2%	0%	0%	4%	0%	0%	8%	0%	0%	2%
N	2	1	0	0	3	0	0	2	0	0	1
TOTAL	21%	13%	0%	10%	18%	0%	17%	24%	0%	0%	15%
N	7	7	0	1	13	0	1	6	0	0	7

Table 41: Eight Additional Non-STEM Schools - Administrative Positions by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University	1%	0%	0%	2%	1%	0%	0%	2%	0%	3%	0%
N	2	1	0	1	2	0	0	2	0	1	0
College	11%	13%	14%	10%	12%	0%	16%	11%	20%	6%	13%
N	15	35	6	5	39	0	3	12	6	2	27
Department	9%	9%	5%	6%	10%	0%	5%	10%	7%	6%	10%
N	12	24	2	3	31	0	1	11	2	2	20
TOTAL	21%	22%	19%	18%	23%	0%	21%	23%	27%	16%	23%
N	29	60	8	9	72	0	4	25	8	5	47

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, 2011-2012

	% Female		All			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>	<i>N</i>									
Department	26%	38%	27%	27%	34%	20%	11%	28%	33%	38%	39%
	<i>N</i>	<i>N</i>									
TOTAL	27%	39%	27%	27%	36%	20%	11%	30%	33%	38%	39%
	<i>N</i>	<i>N</i>									
	24	50	3	6	65	1	1	22	2	5	43

Table 43: College of LSA (Social Sciences) - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College	2%	1%	0%	0%	2%	0%	0%	3%	0%	0%	1%
	<i>N</i>	<i>N</i>									
Department	20%	17%	30%	29%	15%	29%	26%	17%	33%	32%	13%
	<i>N</i>	<i>N</i>									
TOTAL	23%	18%	30%	29%	17%	29%	26%	21%	33%	32%	14%
	<i>N</i>	<i>N</i>									
	30	33	7	16	40	4	7	19	3	9	21

Table 44: Non-Science Faculty from the Six Schools – Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College	24%	13%	29%	20%	15%	33%	33%	20%	25%	0%	13%
	<i>N</i>	<i>N</i>									
Department	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	<i>N</i>	<i>N</i>									
TOTAL	24%	13%	29%	20%	15%	33%	33%	20%	25%	0%	13%
	<i>N</i>	<i>N</i>									
	8	7	2	2	11	1	2	5	1	0	6

Table 45: Eight Additional Non-STEM Schools - Executive Committees by Gender and Race/Ethnicity, 2011-2012

	% Female		All			Female			Male		
	%	%	%	%	%	%	%	%	%	%	%
			A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College	12%	11%	9%	12%	11%	0%	16%	13%	13%	10%	11%
	<i>N</i>	<i>N</i>									
Department	1%	0%	0%	2%	0%	0%	0%	1%	0%	3%	0%
	<i>N</i>	<i>N</i>									
TOTAL	13%	11%	9%	14%	12%	0%	16%	14%	13%	13%	11%
	<i>N</i>	<i>N</i>									
	18	30	4	7	37	0	3	15	4	4	22

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, 2011-2012

	All				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Assistant Professors, Associate Professors, and Full Professors	317	33%	14%	14%	104	9%	19%	213	16%	12%
Assistant Professors	77	38%	23%	22%	29	7%	21%	48	33%	23%
Associate Professors	83	40%	13%	16%	33	15%	18%	50	12%	14%
Full Professors	157	27%	9%	10%	42	5%	19%	115	10%	6%

Table 47: Combined Science and Non-Science Faculty from the Six Schools – Research Track Faculty by Gender and Race/Ethnicity, 2011-2012

	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	67	52%	25%	7%	35	23%	3%	32	28%	13%
Assistant Research Scientists	44	59%	32%	11%	26	23%	4%	18	44%	22%
Associate Research Scientists	15	47%	13%	0%	7	14%	0%	8	13%	0%
Research Scientists	8	25%	13%	0%	2	50%	0%	6	0%	0%

Table 48: Combined Science and Non-Science Faculty from the Six Schools – Clinical Track Faculty by Gender and Race/Ethnicity, 2011-2012

	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	79	51%	15%	15%	40	25%	15%	39	5%	15%
Clinical Assistant Professors	43	51%	14%	9%	22	27%	9%	21	0%	10%
Clinical Associate Professors	25	60%	24%	20%	15	27%	20%	10	20%	20%
Clinical Professors	11	27%	0%	27%	3	0%	33%	8	0%	25%

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, 2011-2012

	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	8.0	4.9	10.1	7.2	4.0	2.6	8.6	2.5	10.0	9.8

	Female											
	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	4.7	0.0	6.5	2.5	9.4	5.5	0.5	2.6	10.7	2.5	10.3	12.7

Table 50: Combined Science and Non-Science Faculty from the Six Schools – Named Professorships by Gender and Race/Ethnicity, 2011-2012

	% All		% All			% Female			% Male		
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
Distinguished University Professor	2%	1%	0%	0%	2%	0%	0%	3%	0%	0%	1%
N	1	1	0	0	2	0	0	1	0	0	1
Collegiate	2%	16%	29%	13%	10%	50%	0%	0%	25%	29%	14%
N	1	18	4	2	13	1	0	0	3	2	13
Endowed	12%	14%	14%	7%	14%	0%	13%	13%	17%	0%	15%
N	5	16	2	1	18	0	1	4	2	0	14
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
<b>TOTAL</b>	<b>17%</b>	<b>30%</b>	<b>43%</b>	<b>20%</b>	<b>26%</b>	<b>50%</b>	<b>13%</b>	<b>16%</b>	<b>42%</b>	<b>29%</b>	<b>28%</b>
<b>N</b>	<b>7</b>	<b>35</b>	<b>6</b>	<b>3</b>	<b>33</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>28</b>

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, 2011-2012

	% All		% All			% Female			% Male		
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College	17%	21%	16%	11%	22%	29%	7%	19%	11%	14%	23%
N	13	35	4	3	41	2	1	10	2	2	31
Department	3%	5%	4%	4%	4%	0%	0%	4%	6%	7%	5%
N	2	8	1	1	8	0	0	2	1	1	6
<b>TOTAL</b>	<b>20%</b>	<b>26%</b>	<b>20%</b>	<b>14%</b>	<b>26%</b>	<b>29%</b>	<b>7%</b>	<b>22%</b>	<b>17%</b>	<b>21%</b>	<b>28%</b>
<b>N</b>	<b>15</b>	<b>43</b>	<b>5</b>	<b>4</b>	<b>49</b>	<b>2</b>	<b>1</b>	<b>12</b>	<b>3</b>	<b>3</b>	<b>37</b>

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, 2011-2012

	% All		% All			% Female			% Male		
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
University	1%	3%	0%	0%	3%	0%	0%	2%	0%	0%	4%
N	1	5	0	0	6	0	0	1	0	0	5
College	11%	13%	0%	14%	13%	0%	14%	11%	0%	14%	14%
N	8	21	0	4	25	0	2	6	0	2	19
Department	11%	9%	16%	11%	9%	0%	14%	11%	22%	7%	8%
N	8	15	4	3	16	0	2	6	4	1	10
<b>TOTAL</b>	<b>23%</b>	<b>25%</b>	<b>16%</b>	<b>25%</b>	<b>25%</b>	<b>0%</b>	<b>29%</b>	<b>24%</b>	<b>22%</b>	<b>21%</b>	<b>26%</b>
<b>N</b>	<b>17</b>	<b>41</b>	<b>4</b>	<b>7</b>	<b>47</b>	<b>0</b>	<b>4</b>	<b>13</b>	<b>4</b>	<b>3</b>	<b>34</b>

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, 2011-2012

	% All		% All			% Female			% Male		
	Female	Male	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College	14%	17%	8%	14%	17%	14%	8%	15%	6%	20%	18%
N	11	28	2	4	33	1	1	9	1	3	24
Department	6%	2%	4%	4%	4%	0%	8%	7%	6%	0%	2%
N	5	4	1	1	7	0	1	4	1	0	3
<b>TOTAL</b>	<b>20%</b>	<b>20%</b>	<b>13%</b>	<b>18%</b>	<b>21%</b>	<b>14%</b>	<b>15%</b>	<b>22%</b>	<b>12%</b>	<b>20%</b>	<b>21%</b>
<b>N</b>	<b>16</b>	<b>32</b>	<b>3</b>	<b>5</b>	<b>40</b>	<b>1</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>3</b>	<b>27</b>

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.

Recruitment/Hire Data for Tenure-Track Offers at the University of Michigan, AY2001 - AY2012

These data reflect the outcomes (accepted or declined) of instructional tenure-track offers made between September 1 and August 31. Breakdowns by race/ethnicity are not available at this time for the 2011 - 2012 recruitment seasons; these figures will be populated during the Fall 2013 semester.

Table 54: College of Engineering, College of LSA (Division of Natural Sciences), Medical School (Basic Science Departments), Medical School (Clinical Departments), and STEM Faculty from the Six Schools with both STEM Faculty and Non-STEM Faculty

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)		
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female
2000 - 2001	49	36	85	14	10	24	109	22%	63	22%	21%	10%	70%	58%	58%
2001 - 2002	26	25	51	5	10	15	66	23%	31	16%	23%	3%	74%	51%	33%
2002 - 2003	41	17	58	21	12	33	91	36%	62	34%	23%	5%	73%	71%	64%
2003 - 2004	21	10	31	13	9	22	53	42%	34	38%	9%	9%	82%	68%	59%
2004 - 2005	38	21	59	15	8	23	82	28%	53	28%	19%	8%	74%	64%	65%
2005 - 2006	28	17	45	16	8	24	69	35%	44	36%	30%	5%	66%	62%	67%
2006 - 2007	47	23	70	19	13	32	102	31%	66	29%	21%	6%	73%	67%	59%
2007 - 2008	53	24	77	19	7	26	103	25%	72	26%	21%	6%	74%	69%	73%
2008 - 2009	76	23	99	27	17	44	143	31%	103	26%	33%	9%	59%	77%	61%
2009 - 2010	30	13	43	18	5	23	66	35%	48	38%	33%	8%	59%	70%	78%
2010 - 2011	36	20	56	22	10	32	88	36%	58	38%	23%	9%	68%	64%	68%
2011 - 2012	37	14	51	14	4	18	69	26%	51	27%	forthcoming (fall 2013)			73%	78%
9 pending			3 pending												

<sup>1</sup>Data available for 2006 - 2007 through current academic year

Table 55: College of Engineering

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)		
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female
2000 - 2001	24	22	46	1	7	8	54	15%	25	4%	20%	4%	76%	52%	13%
2001 - 2002	8	9	17	1	4	5	22	23%	9	11%	44%	11%	44%	47%	20%
2002 - 2003	17	10	27	8	3	11	38	29%	25	32%	20%	4%	76%	63%	73%
2003 - 2004	4	1	5	2	0	2	7	29%	6	33%	17%	17%	67%	80%	100%
2004 - 2005	12	14	26	5	4	9	35	26%	17	29%	29%	6%	65%	46%	56%
2005 - 2006	14	9	23	6	1	7	30	23%	20	30%	30%	5%	65%	61%	86%
2006 - 2007	13	8	21	4	1	5	26	19%	17	24%	24%	0%	76%	62%	80%
2007 - 2008	15	10	25	3	2	5	30	17%	18	17%	11%	0%	89%	60%	60%
2008 - 2009	18	2	20	6	2	8	28	29%	24	25%	38%	8%	54%	90%	75%
2009 - 2010	4	4	8	3	0	3	11	27%	7	43%	57%	14%	29%	50%	100%
2010 - 2011	12	7	19	6	1	7	26	27%	18	33%	24%	12%	65%	63%	86%
2011 - 2012	8	2	10	5	1	6	16	38%	13	38%	forthcoming (fall 2013)			80%	83%
2 pending			1 pending												

Note: For the 2010-2011 recruitment season, the race/ethnicity for one incoming faculty member (accepted offer) is unknown.

Table 56: College of LSA (Division of Natural Sciences)

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)		
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female
2000 - 2001	15	12	27	3	1	4	31	13%	18	17%	22%	17%	61%	56%	75%
2001 - 2002	13	14	27	2	6	8	35	23%	15	13%	13%	0%	87%	48%	25%
2002 - 2003	9	6	15	9	6	15	30	50%	18	50%	28%	0%	72%	60%	60%
2003 - 2004	6	6	12	2	8	10	22	45%	8	25%	13%	25%	63%	50%	20%
2004 - 2005	19	5	24	7	4	11	35	31%	26	27%	8%	8%	85%	79%	64%
2005 - 2006	6	6	12	3	6	9	21	43%	9	33%	11%	11%	78%	50%	33%
2006 - 2007	11	10	21	4	6	10	31	32%	15	27%	7%	0%	93%	52%	40%
2007 - 2008	8	8	16	5	4	9	25	36%	13	38%	38%	15%	46%	50%	56%
2008 - 2009	14	14	28	4	10	14	42	33%	18	22%	17%	0%	83%	50%	29%
2009 - 2010	5	3	8	5	2	7	15	47%	10	50%	20%	10%	70%	63%	71%
2010 - 2011	6	8	14	1	4	5	19	26%	7	14%	29%	0%	71%	43%	20%
2011 - 2012	10	4	14	4	2	6	20	30%	14	29%	forthcoming (fall 2013)			71%	67%
2 pending			1 pending												

Table 57: Medical School (Basic Science Departments)

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)		
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female
2000 - 2001	1	2	3	1	1	2	5	40%	2	50%	0%	0%	100%	33%	50%
2001 - 2002	1	2	3	1	0	1	4	25%	2	50%	0%	0%	100%	33%	100%
2002 - 2003	6	0	6	2	2	4	10	40%	8	25%	38%	0%	63%	100%	50%
2003 - 2004	7	3	10	5	0	5	15	33%	12	42%	0%	0%	100%	70%	100%
2004 - 2005	5	2	7	2	0	2	9	22%	7	29%	29%	0%	71%	71%	100%
2005 - 2006	3	2	5	2	0	2	7	29%	5	40%	60%	0%	40%	60%	100%
2006 - 2007	2	0	2	2	1	3	5	60%	4	50%	50%	0%	50%	100%	67%
2007 - 2008	2	1	3	0	0	0	3	0%	2	0%	0%	0%	100%	67%	#DIV/0!
2008 - 2009	10	2	12	1	2	3	15	20%	11	9%	45%	0%	55%	83%	33%
2009 - 2010	2	1	3	0	1	1	4	25%	2	0%	100%	0%	0%	67%	0%
2010 - 2011	2	0	2	1	0	1	3	33%	3	33%	33%	0%	67%	100%	100%
2011 - 2012	0	1	1	0	0	0	1	0%	0	#DIV/0!	forthcoming (fall 2013)			0%	#DIV/0!
1 pending			1 pending												

Table 58: Medical School (Clinical Departments)

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)		
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female
2006 - 2007	18	5	23	6	3	9	32	28%	24	25%	29%	8%	63%	78%	67%
2007 - 2008	22	4	26	8	1	9	35	26%	30	27%	20%	7%	73%	85%	89%
2008 - 2009	28	4	32	15	2	17	49	35%	43	35%	33%	9%	58%	88%	88%
2009 - 2010	12	3	15	7	0	7	22	32%	19	37%	26%	11%	63%	80%	100%
2010 - 2011	15	1	16	12	2	14	30	47%	27	44%	22%	11%	67%	94%	86%
2011 - 2012	17	6	23	2	1	3	26	12%	19	11%	forthcoming (fall 2013)			74%	67%
2 pending			0 pending												

Note: Data were not compiled for AY2001 - AY2006.

Table 59: STEM Faculty from the Six Schools with both STEM Faculty and Non-STEM Faculty

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)			
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female	
2000 - 2001	9	0	9	9	1	10	19	53%	18	50%	22%	11%	67%	100%	90%	
2001 - 2002	4	0	4	1	0	1	5	20%	5	20%	20%	0%	80%	100%	100%	
2002 - 2003	9	1	10	2	1	3	13	23%	11	18%	9%	18%	73%	90%	67%	
2003 - 2004	4	0	4	4	1	5	9	56%	8	50%	13%	0%	88%	100%	80%	
2004 - 2005	2	0	2	1	0	1	3	33%	3	33%	33%	33%	33%	100%	100%	
2005 - 2006	5	0	5	5	1	6	11	55%	10	50%	30%	0%	70%	100%	83%	
2006 - 2007	3	0	3	3	2	5	8	63%	6	50%	0%	33%	67%	100%	60%	
2007 - 2008	6	1	7	3	0	3	10	30%	9	33%	22%	0%	78%	86%	100%	
2008 - 2009	6	1	7	1	1	2	9	22%	7	14%	43%	43%	14%	86%	50%	
2009 - 2010	7	2	9	3	2	5	14	36%	10	30%	20%	0%	80%	78%	60%	
2010 - 2011	1	4	5	2	3	5	10	50%	3	67%	0%	0%	100%	20%	40%	
2011 - 2012	2	1	3	3	0	3	6	50%	5	60%	forthcoming (fall 2013)			67%	100%	
	<b>2 pending</b>			<b>0 pending</b>												

Includes: Dentistry; Information; Kinesiology; Natural Resources and Environment; Pharmacy; and Public Health.

Note: For the 2010-2011 recruitment season, the race/ethnicity for one incoming faculty member (accepted offer) is unknown.

For the following units, data have not been compiled for AY2001 - AY2007/08.

Table 60: Non-STEM Faculty from the Six Schools with both STEM Faculty and Non-STEM Faculty

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)			
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female	
2008 - 2009	1	2	3	1	2	3	6	50%	2	50%	0%	0%	100%	33%	33%	
2009 - 2010	4	0	4	2	1	3	7	43%	6	33%	33%	17%	50%	100%	67%	
2010 - 2011	4	0	4	2	0	2	6	33%	6	33%	17%	33%	50%	100%	100%	
2011 - 2012	1	0	1	1	0	1	2	50%	2	50%	forthcoming (fall 2013)			100%	100%	
	<b>2 pending</b>			<b>2 pending</b>												

Includes: Dentistry; Information; Kinesiology; Natural Resources and Environment; Pharmacy; and Public Health.

Table 61: College of LSA (Division of Humanities)

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)			
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female	
2007 - 2008	7	2	9	4	2	6	15	40%	11	36%	9%	9%	82%	78%	67%	
2008 - 2009	9	4	13	8	1	9	22	41%	17	47%	12%	6%	82%	68%	89%	
2009 - 2010	3	1	4	4	3	7	11	64%	7	57%	29%	0%	71%	75%	57%	
2010 - 2011	8	2	10	4	0	4	14	29%	12	33%	17%	25%	58%	80%	100%	
2011 - 2012	7	1	8	3	3	6	14	43%	10	30%	forthcoming (fall 2013)			88%	50%	
	<b>0 pending</b>			<b>1 pending</b>												

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

Table 62: College of LSA (Division of Social Sciences)

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)			
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/AA	% URM	% White	% Male	% Female	
2007 - 2008	9	13	22	5	3	8	30	27%	14	36%	14%	29%	57%	41%	63%	
2008 - 2009	10	12	22	14	4	18	40	45%	24	58%	25%	29%	46%	45%	78%	
2009 - 2010	10	3	13	7	3	10	23	43%	17	41%	6%	18%	76%	77%	70%	
2010 - 2011	6	8	14	7	3	10	24	42%	13	54%	8%	31%	62%	43%	70%	
2011 - 2012	3	14	17	9	3	12	29	41%	12	75%	forthcoming (fall 2013)			18%	75%	
	<b>3 pending</b>			<b>1 pending</b>												

Includes: American Culture; Anthropology; DAAS; Communication Studies; Economics; History; Political Science; Psychology; Sociology; and Women's Studies.

Table 63: Eight Additional Non-STEM Schools

	Offers to Males			Offers to Females			Resolved Offers (excludes pending)		Accepted Offers (% of total accepted offers)				% Offers Accepted (% within gender)				
	Accepted	Declined	Total	Accepted	Declined	Total	Total	% Female	Total	% Female	% A/JAA	% URM	% White	% Male	% Female		
2008 - 2009	25	10	35	11	6	17	52	33%	36	31%	8%	8%	83%	71%	65%		
2009 - 2010	10	7	17	5	4	9	26	35%	15	33%	0%	20%	80%	59%	56%		
2010 - 2011	12	2	14	15	6	21	35	60%	27	56%	12%	15%	73%	86%	71%		
2011 - 2012	12	5	17	9	4	13	30	43%	21	43%	forthcoming (fall 2013)			71%	69%		
	<b>5 pending</b>			<b>2 pending</b>													

Includes: Architecture and Urban Planning; Art and Design; Business; Education; Law; Music, Theatre, and Dance; Public Policy; and Social Work.  
 Note: For the 2010-2011 recruitment season, the race/ethnicity for one incoming faculty member (accepted offer) is unknown.