

2018 Campus-wide Snapshot: U-M Tenure-Track Faculty Composition

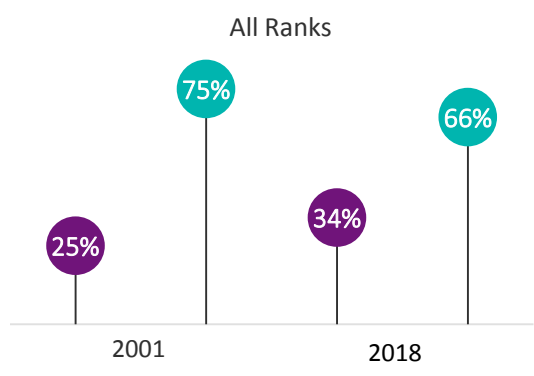
Faculty Representation by Gender

Women Faculty	Men Faculty
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In 2018, women represented:

- 46%** Of Assistant Professors.
- 38%** Of Associate Professors.
- 27%** Of Full Professors.

The overall share of women in tenure-track positions has increased by 9 percentage points since 2001.



Of 90 campus departments/schools:

47%

are broadly "Sex Balanced" (36-64% women faculty).

- 11% of units have low female representation (0-17% women faculty).
- 39% of units have a female minority (18-35% women faculty).
- 3% of units have a male minority (65-82% women faculty).

Department chairs by gender: **30% women** **70% men**

High-level administrative positions¹ by gender: **41% women** **59% men**

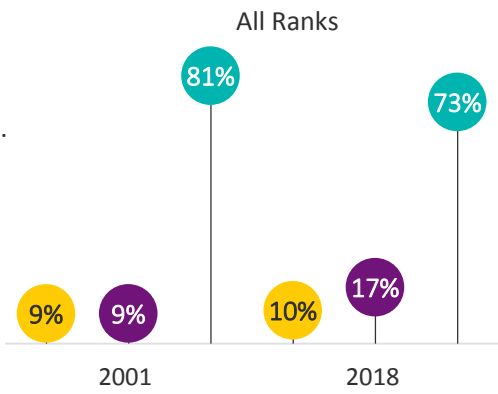
Faculty Representation by Race-Ethnicity

(URM) Under- represented Minority ² Faculty	(A/AA) Asian/Asian American Faculty	White Faculty
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In 2018, under-represented minorities and Asian/Asian-Americans represented:

- 12%** **23%** Of Assistant Professors.
- 12%** **20%** Of Associate Professors.
- 8%** **14%** Of Full Professors.

Overall, the share of URM faculty in tenure-track positions increased by 1 percentage point and the share of A/AA faculty increased by 8 percentage points since 2001.



Of 90 campus departments/schools:

5%

have Full URM Representation based on the U.S. population. (30% or more URM faculty).

- 11% of units have a URM Minority Representation (15-29% URM faculty).
- 84% of units have Low URM Representation (0-14% URM faculty).

Dept. chairs by race-ethnicity: **10% URM Faculty** **6% A/AA Faculty** **84% White Faculty**

High-level administrative positions¹ by race-ethnicity: **10% URM Faculty** **7% A/AA Faculty** **80% White Faculty**

¹This report was generated using UM ADVANCE's 2018 Indicator data. Faculty with multiple appointments are counted only once.

²High-level administrative positions include dean/associate dean, provost/vice provost, and president/vice president.

³Under-represented minority (URM) category includes African American/Black, Hispanic/LatinX, and Native American.