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

Faculty Representation by Gender

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

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

This report was generated using UM ADVANCE’s 2018 Indicator data. Faculty with multiple appointments are counted only once.
¹High-level administrative positions include dean/associate dean, provost/vice provost, and president/vice president.
²Under-represented minority (URM) category includes African American/Black, Hispanic/LatinX, and Native American.