2020 Campus-wide Snapshot:
U-M Tenure-Track Faculty Composition

**Faculty Representation by Gender**

In 2020, women represented:
- 46% Of Assistant Professors.
- 41% Of Associate Professors.
- 28% Of Full Professors.

The overall share of women in tenure-track positions has increased by 10 percentage points since 2001.

Department chairs by gender: 37% women 63% men
High-level administrative positions¹ by gender: 46% women 54% men

Of 90 campus departments/schools:

- 40% are broadly “Sex Balanced” (36-64% women faculty).
- 17% of units have low female representation (0-17% women faculty).
- 37% of units have a female minority (18-35% women faculty).
- 6% of units have a male minority (65-100% women faculty).

**Faculty Representation by Race-Ethnicity**

In 2020, under-represented minorities and Asian/Asian-Americans represented:
- 13% 24% Of Assistant Professors.
- 11% 21% Of Associate Professors.
- 8% 15% 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 9 percentage points since 2001.

Dept. chairs by race-ethnicity: 12% URM Faculty 10% A/AA Faculty 78% White Faculty
High-level administrative positions¹ by race-ethnicity: 11% URM Faculty 9% A/AA Faculty 80% White Faculty

Of 90 campus departments/schools:

- 6% have Full URM Representation based on the U.S. population. (30% or more URM faculty).
- 13% of units have a URM Minority Representation (15-29% URM faculty).
- 81% of units have Low URM Representation (0-14% URM faculty).

This report was generated using UM ADVANCE’s 2020 indicator data.
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.