# 2021 U-M Ann Arbor Campus Snapshot: Tenure-Track Faculty Composition 

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Dark Teal: Women
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Teal: Men

In 2021, women represented:


Full
Professors

All Tenure-Track Ranks


Overall, the share of women in tenuretrack positions has increased by 11 percentage points since 2001.

Critical Mass ${ }^{1}$ of Women (30\%+)


High-level Academic Administrators ${ }^{2}$

## Faculty Representation: Race-Ethnicity

Dark Blue: Underrepresented Minority ${ }^{3}$ (URM)

In 2021, URM and A/AA represented:


Associate Professors

> Assistant Professors

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Blue: Asian/Asian American (A/AA) Light Blue: White
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Overall, the share of URM faculty in tenuretrack positions increased by 1 percentage point and the share of A/AA faculty increased by 9 percentage points since 2001.

Critical Mass of URM (30\%+)
$\left.\left.\begin{array}{|c|l|}\hline 6 \% & \text { Among academic units }\end{array}\right\} \begin{array}{l}\text { Among departments in } \\ \text { academic units }\end{array}\right\}$

High-level Academic Administrators


[^0]${ }^{2}$ High-level administrative administrators include clinical/medical officer, dean/associate dean, provost/vice provost, and president/vice president ${ }^{3}$ Underrepresented Minority (URM) includes African American/Black, Hispanic/LatinX, Native Hawaiian/Pacific Islander and Native American/ Alaskan Native


[^0]:    ${ }^{1}$ Kanter, R.M. (1977). American Journal of Sociology. 82, 965-990.

