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



Faculty Representation: Gender

Dark Teal: Women

Teal: Men

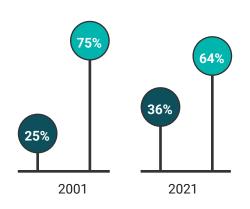
In 2021, women represented:







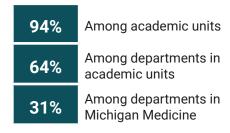
All Tenure-Track Ranks



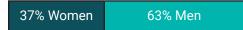
Overall, the share of women in tenuretrack positions has increased by 11 percentage points since 2001.

Critical Mass¹ of Women (30%+)

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Department Chairs



High-level Academic Administrators²

45% Women	55% Men

Faculty Representation: Race-Ethnicity

Dark Blue: Underrepresented Minority' (U

Dark Blue: Underrepresented Minority³ (URM) Blue: Asian/Asian American (A/AA)

Light Blue: White

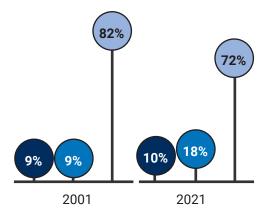
In 2021, URM and A/AA represented:





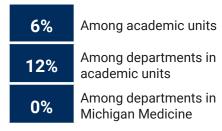


All Tenure-Track Ranks



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%+)



Department Chairs



High-level Academic Administrators

11% URM	14% A/AA	75% WH
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¹Kanter, R.M. (1977). American Journal of Sociology. 82, 965-990.

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