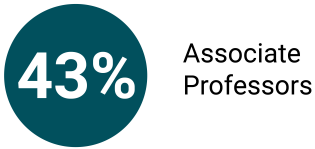
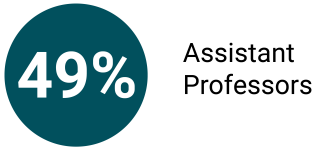


2024 U-M Ann Arbor Campus Snapshot: Tenure-Track Faculty Composition

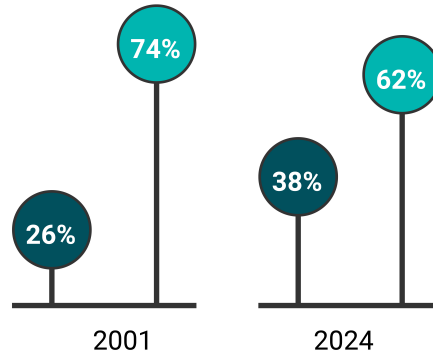
Faculty Representation: Gender

Dark Teal: Women Teal: Men

In 2024, women represented:



All Tenure-Track Ranks



Overall, the share of women in tenure-track positions has increased by 12 percentage points since 2001.

Retention¹



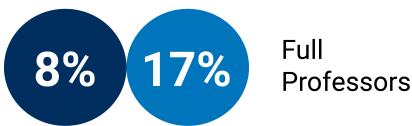
Attrition²



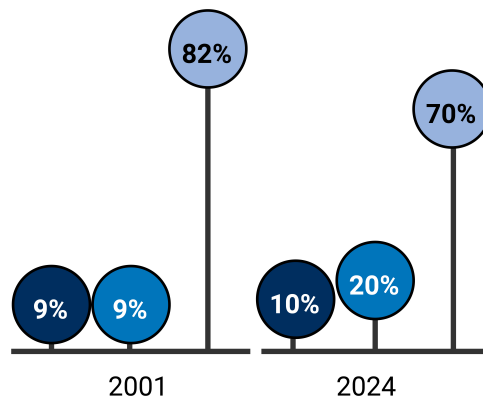
Faculty Representation: Race-Ethnicity

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

In 2024, URM and A/AA represented:



All Tenure-Track Ranks

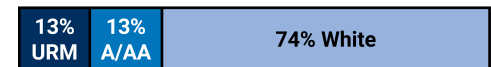


Overall, the share of URM faculty in tenure-track positions increased by 1 percentage point and the share of A/AA faculty increased by 11 percentage points since 2001.

Retention



Attrition



¹ Retention is defined as the continued presence of a tenure-track faculty member over a designated 10-year period. Retention was calculated as the number of tenure-track faculty in the indicated demographic group who were at U-M in AY2015 and AY2024 divided by the total number of tenure-track faculty at U-M over this same time period.

² Attrition is defined as faculty that left their tenure-track positions at U-M over the AY2015-AY2024 period. Attrition was calculated as the sum of retirements and voluntary departures in the indicated demographic group divided by the total number of tenure-track faculty departures over this same 10-year period.

³ Underrepresented Minority (URM) includes individuals who self-identify as African American/Black, Native American/Alaskan Native, Latino/a/e/x, and Native Hawaiian/Pacific Islander. URM also includes multiethnic individuals who self-identify with at least one of the URM categories.