

ADVANCE Annual Indicator Report Summary: November 2024

Background: The ADVANCE Program reports on annual indicator data about the demographic composition of the faculty at U-M. The current report includes institutional data on tenure-track faculty that spans from AY1982 to AY2024. The 2024 report focuses on retention and departures of faculty, including demographic data on faculty retention and attrition over a ten-year period (AY2015-AY2024), coupled with survey data on retention perceptions from the 2023 Campus-Wide Climate survey of faculty.

Figure 1. The number of White men has remained fairly constant, particularly since the early 2000s. The total number of tenure-track faculty grew by 40%, from 2,230 in AY1982 to 3,123 in AY2024. The faculty has become more diverse by indicated demographic measures as it has grown; the numbers of URM and Asian/Asian American faculty and White women have generally increased since the early 1980s.

Figure 1. Tenure-track Faculty Composition by Gender and Race-Ethnicity (Counts - All Ranks), AY1982-AY2024

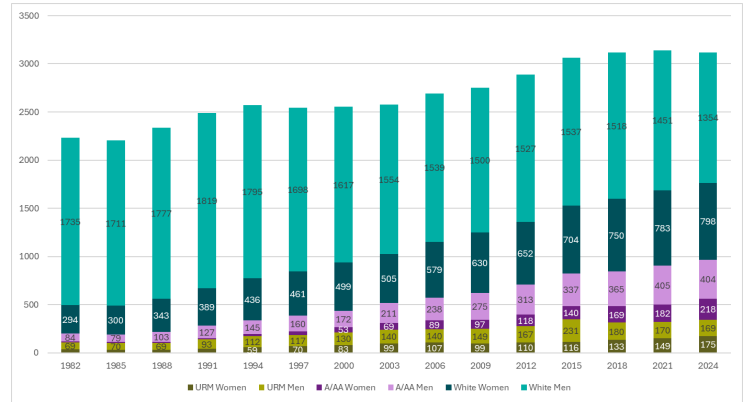
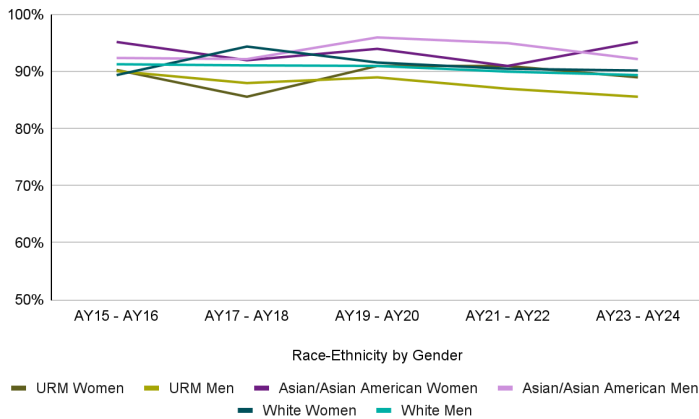


Figure 2. Retention Rate by Indicated Intersectional Groups, AY2015-AY2024



Context: We assessed retention rates of tenure-track faculty across a ten-year period from AY15 to AY24, in two-year cohorts. Retention rate was calculated within each two-year cohort as the number of tenure-track faculty in the cohort's Year 2 who stayed at the university for at least 2 years divided by the number of tenure-track faculty in the cohort's Year 1.

Figure 2. U-M appears to be retaining faculty in all groups fairly effectively. Across the ten-year period, the average retention rate of all tenure-track faculty is 91%. The retention rate for each indicated intersectional group (race-ethnicity by gender) shows that over this ten-year period, most indicated intersectional groups fluctuated within 5%. Analyses indicate that within each two-year cohort, the six indicated intersectional groups do not differ significantly in their retention rate, with the exception of AY15-AY16 where URM women differed from Asian/Asian American women and White women and AY17-AY18 where URM men differed from Asian/Asian American men.

Figure 3. Retention and Attrition of Faculty by Indicated Intersectional Groups, AY2015-AY2024

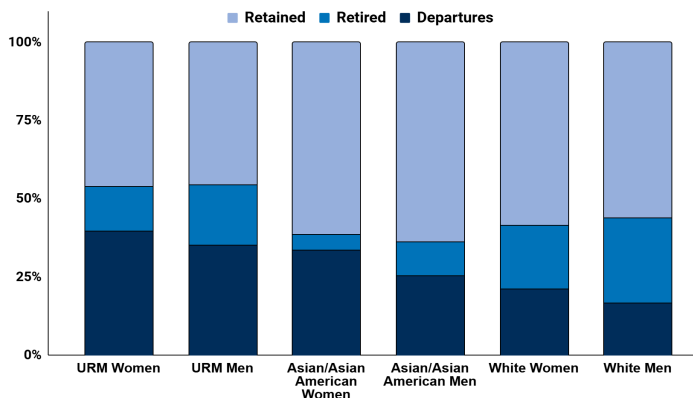


Figure 3. Data on the departures and experiences of URM faculty suggest that enhanced retention efforts designed for all faculty may address URM faculty retention in particular. URM women and URM men had the highest rates of departures (40% and 35% respectively) compared to other indicated intersectional groups. Asian/Asian American faculty have the highest retention rates (61% for Asian/Asian American women and 64% for Asian/Asian American men) and lowest retirement rates (5% for Asian/Asian American women and 11% for Asian/Asian American men). Given the faculty composition in the 1990s, it was not surprising to see that White men tenure-track faculty had the highest rates of retirement (27%) compared to the other indicated intersectional groups.