

ADVANCE Annual Indicator Report Summary: October 2025

Background: The ADVANCE Program reports on annual indicator data about the demographic composition (by indicated measure) of the faculty at U-M. The current report includes institutional data on tenure-track faculty that spans from AY1980 to AY2025. The 2025 report focuses on leadership and recognition, including demographic data on faculty in the last ten years who were department chairs or received named professorships and awards, coupled with survey data on leadership perceptions from the ADVANCE 2023 Campus-Wide Climate survey of faculty.

Figure 1. The faculty has become more diverse on indicated measures as it has grown. The total number of tenure-track faculty grew by 24%, from 2,538 in AY1980 to 3,152 in AY2025. The numbers of underrepresented racial-ethnic minority (URM) and Asian/Asian American faculty and White women have generally increased during this time. The number of White men faculty has remained fairly constant, particularly since the early 2000s.

Figure 1. Tenure-track Faculty Composition by Gender and Race-Ethnicity (Counts - All Ranks), AY1980-AY2025

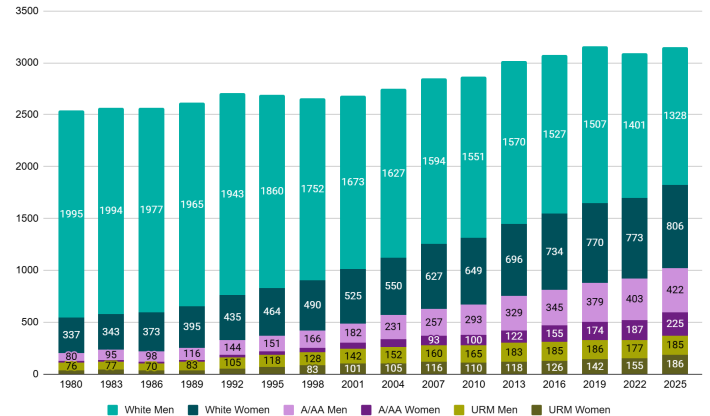


Figure 2. Composition of Department Chairs AY2016 and AY2025

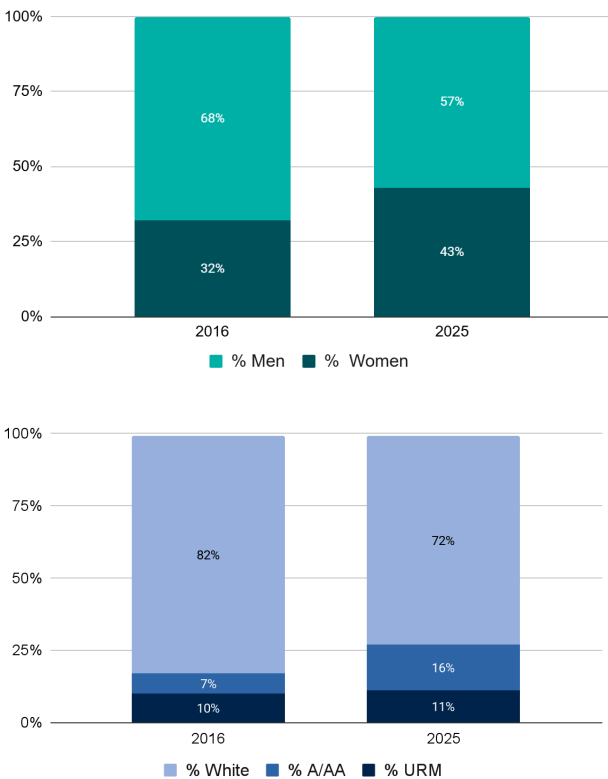


Figure 2. Women are increasingly represented in leadership positions and there is inconsistent growth in faculty of color leadership. In the last ten years, the proportion of women department chairs increased from 32% to 43%. In addition, the proportion of department chairs who were Asian/Asian American has increased from 7% to 16%; however, the proportion of department chairs who were URM faculty has only increased by 1%. These trends are similar across other leadership roles, including administrative roles and service on executive committees.

Recognition is an area for attention. In the last ten years, the proportion of women faculty with named professorships, and Asian/Asian American faculty and URM faculty with named professorships, have increased to more closely align with their representation at the university. However, in terms of award composition, women and URM faculty received more diversity-related awards than other faculty. Men faculty received a larger portion of service and governance and research awards compared to women. Asian/Asian American faculty received almost half of service and governance and research awards.

Perceptions of leadership exclusion did not vary by gender or race-ethnicity, and suggest the need for continued support as nearly 1 in 4 faculty feels excluded from leadership opportunities. 2023 Campus-Wide Climate survey results found that 23% of all faculty respondents reported feeling excluded from leadership opportunities and 24% reported feeling excluded from service on important committees.