

TENURE OUTCOMES FOR ASSISTANT PROFESSORS

by Gender and Race

STUDY OVERVIEW

This study examined the tenure rates of two cohorts of faculty, defined as a group of faculty hired within a specific time period at UM (Cohort 1: AY 2003-2007 and Cohort 2: AY 2008-2012), at U-M. For more information, please see [the full report](#).

TENURE RATES SIGNIFICANTLY INCREASED OVER TIME

Of those hired in
AY 2003-2007

58%

received tenure

Of those hired in
AY 2008-2012

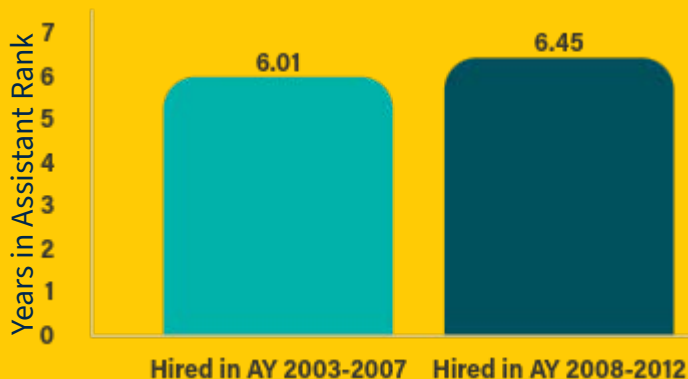
73%

received tenure

Within each cohort, tenure rates **did not differ by gender or by racial and ethnic identity**. However, some differences emerged between indicated intersectional groups.

FACULTY TAKE 6 YEARS TO ACHIEVE TENURE

Time spent in assistant professor rank **did not significantly differ between cohorts**



Both within and across cohorts, time in rank **did not differ by gender or racial and ethnic identity**.

CONSIDERATIONS FOR TENURE REVIEW IN YOUR UNIT:

- 1 Revisit faculty activities that are credited during tenure and promotion reviews.
- 2 Reflect on and address potential implicit biases in the workplace.
- 3 Ensure tenure and promotion criteria are consistent across levels of review.