



Chapter 7 Diversity

Goals

The University of Michigan is a firm proponent of the educational value provided by a diverse and inclusive campus community. Although the U.S. Supreme Court rulings on the affirmative action lawsuits in 2003¹ and 2023², and the approval of Proposal 2 in 2006 by State of Michigan voters limits the University's actions to promote diversity on campus, the U-M remains committed to fostering racial, ethnic, gender and socio-economic diversity at the institution by all possible legal means.

Overview

Most charts in this chapter show the changing demographic composition of the campus community over time. These charts offer a summary overview of each of our campus constituencies along several measures of diversity.

Starting in 2010, the federal requirements for reporting student race/ethnicity changed to provide a more complete profile of the higher education community. Universities are now required to ask whether non-Hispanic/non-Latino individuals have two or more race/ethnic affiliations. The U-M also collects data to further classify students who select two or more races. If at least one race selected is an under-represented minority (URM), the student is indicated as

“Two or More URM.” Otherwise, multi-race individuals are categorized as “Two or More Non-URM.”

The University regularly administers a survey of undergraduate students known as UMAY (University of Michigan Asks You). One question asks students to report their "sense of belonging" on the Ann Arbor campus. Data from this question for past surveys are summarized in this chapter.

For more information

Diversity, Equity & Inclusion (DEI)
(diversity.umich.edu)

Office of Budget and Planning - Diversity
(obp.umich.edu/campus-statistics/diversity/)

Charts in Chapter 7

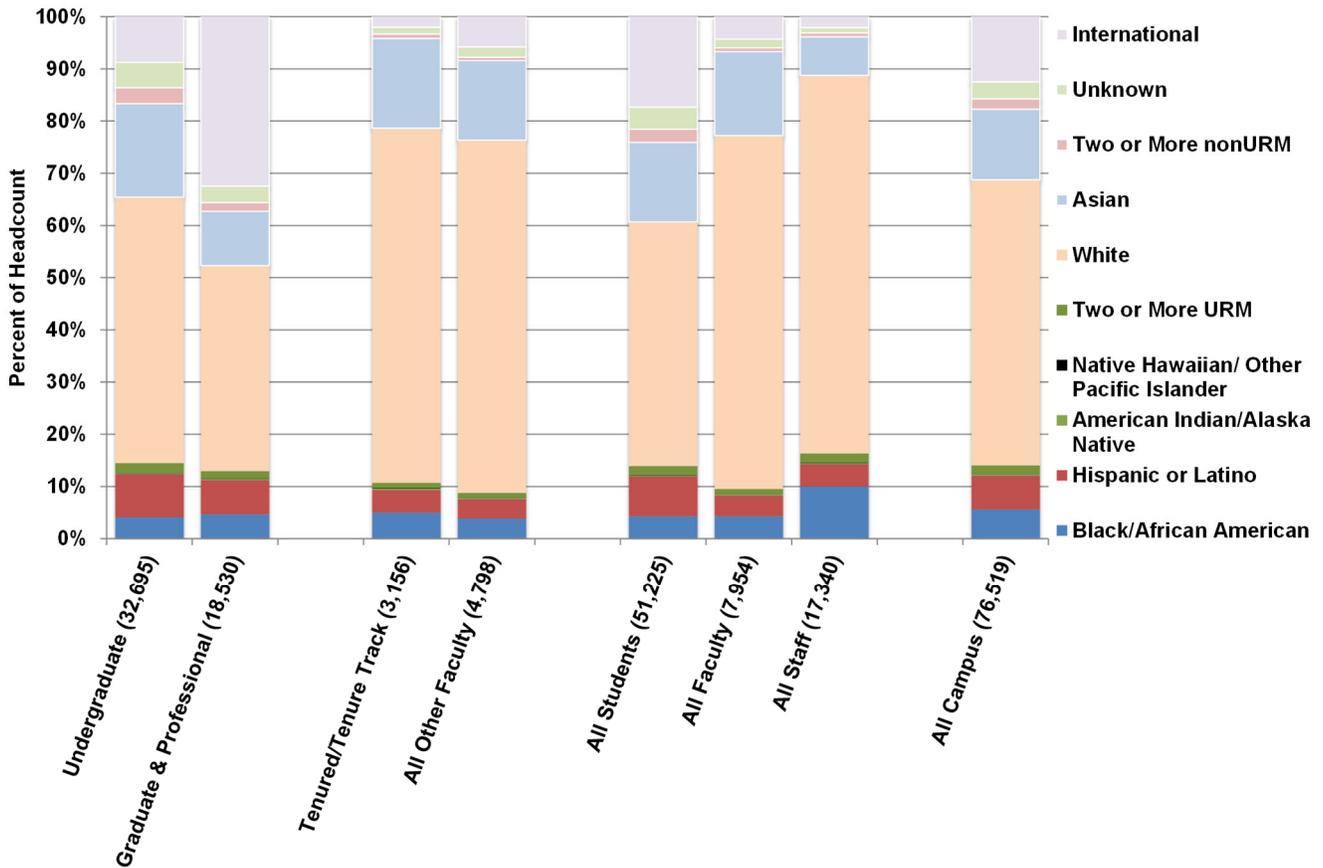
- 7.1.1 Race and Ethnicity Distribution of the Ann Arbor Campus Community, Fall 2022.
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¹ “U.S. Supreme Court rules on University of Michigan cases,” Michigan News, Office of the Vice President for Communications June 23, 2003. (news.umich.edu/us-supreme-court-rules-on-university-of-michigan-cases/)

² University Statement on Affirmative Action by Santa J. Ono, President, and Laurie K. McCauley, Provost and Executive Vice President for Academic Affairs, June 29, 2023. (publicaffairs.vpcomm.umich.edu/key-issues/affirmative-action/)

The race and ethnicity composition of the Ann Arbor campus varies greatly when comparing the student, faculty and staff groups. Underrepresented minority groups are displayed in the bottom five, dark-colored column slices.

7.1.1 Race and Ethnicity Distribution of the Ann Arbor Campus Community³, Fall 2022.



SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System)

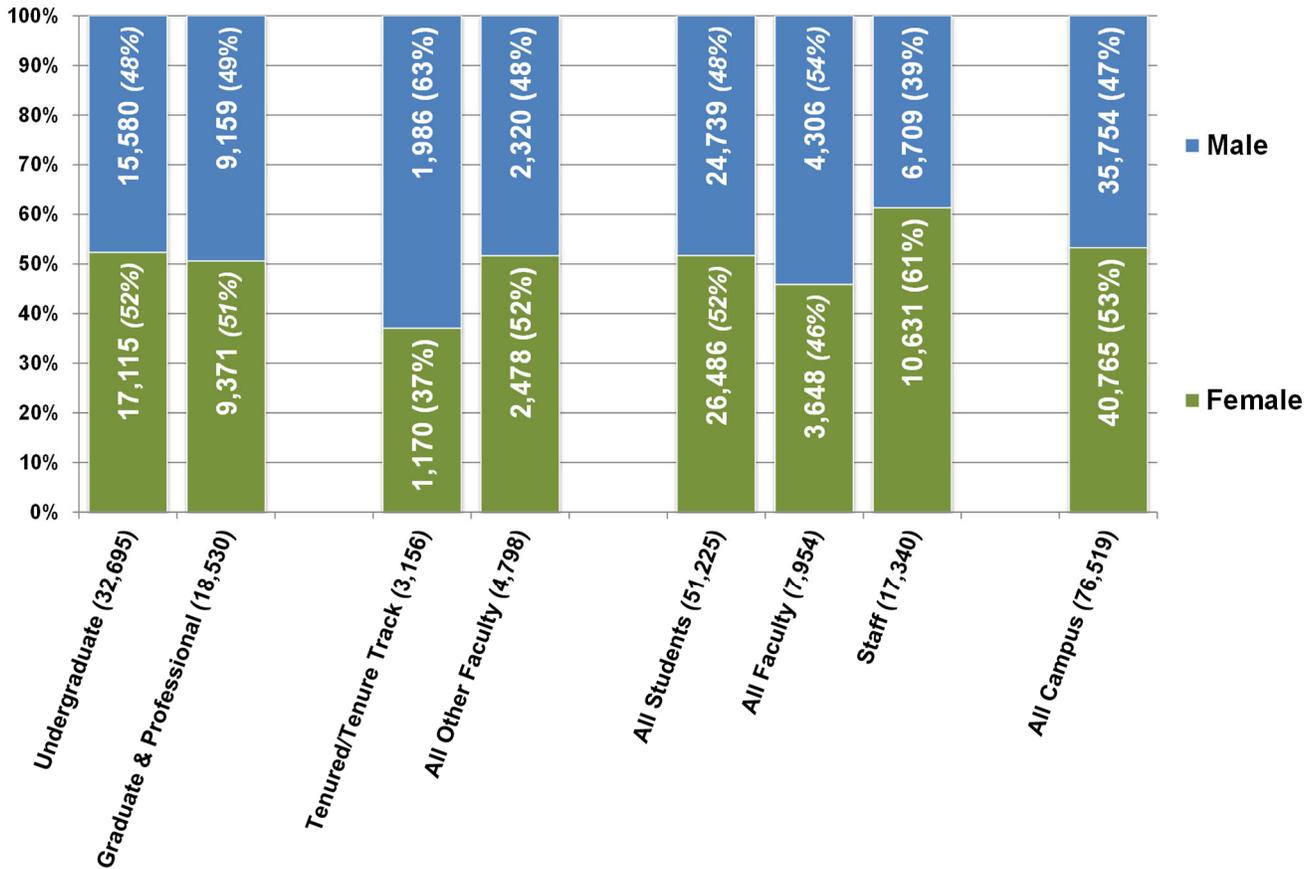
Headcounts for each campus population are included with the population label along the bottom axis. The breakdown by race/ethnic group is shown by population group in the stacked columns.

“All Other Faculty” includes clinical and research faculty, lecturers, librarian/archivist/curator positions, supplemental faculty, not on track faculty, and emeritus faculty.

³ Counts exclude Michigan Medicine not employed by an Ann Arbor campus academic unit.

The student body is 52 percent female, the faculty is 46 percent female, and the staff is 61 percent female.

7.1.2 Sex Distribution of the Ann Arbor Campus Community⁴, Fall 2022.



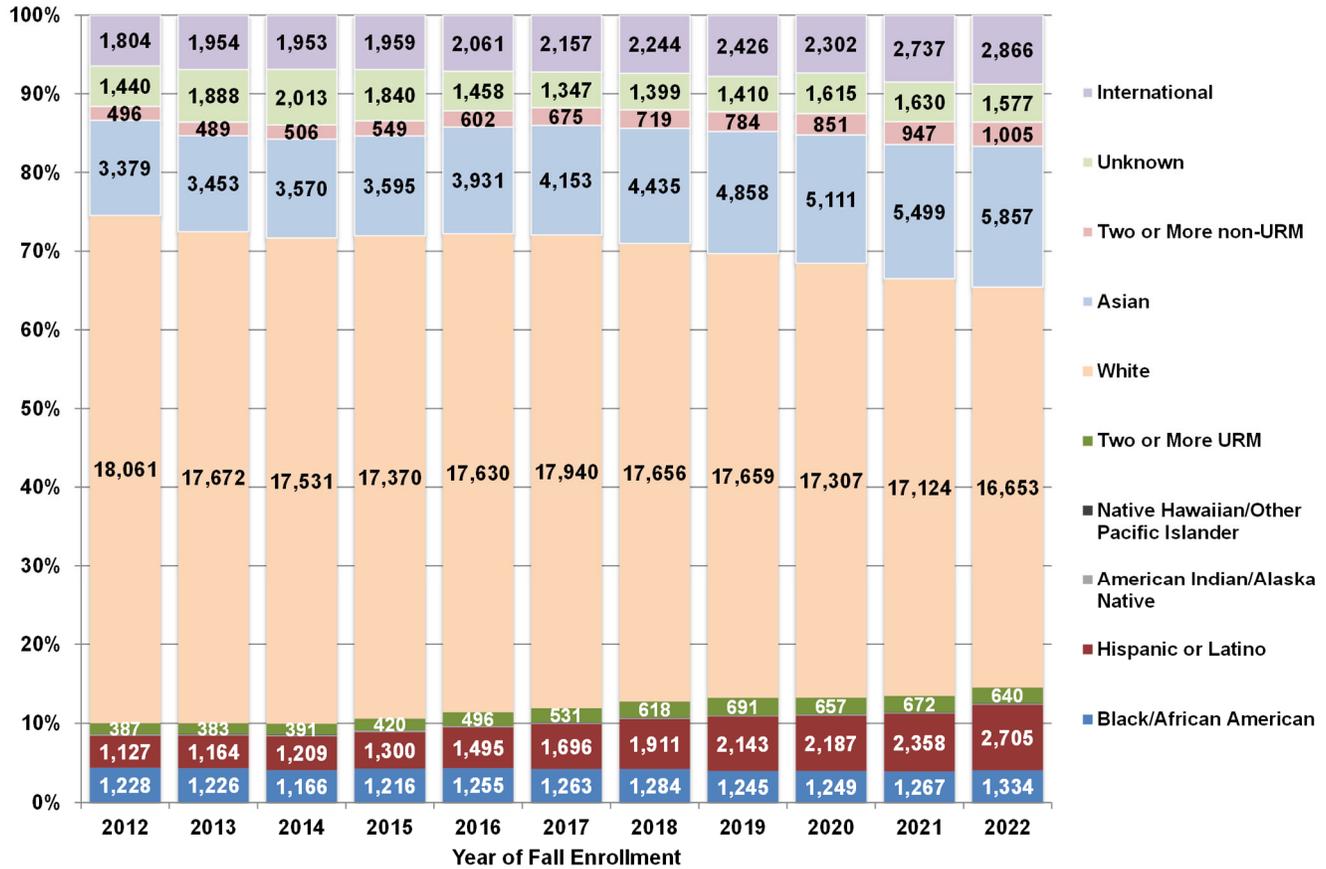
SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System)

The headcount numbers followed by percentages in parentheses in each column show the breakdown by sex and community populations. “All Other Faculty” includes clinical and research faculty, lecturers, librarian/archivist/curator positions, supplemental faculty, not on track faculty, and emeritus faculty.

⁴ Counts exclude Michigan Medicine not employed by an Ann Arbor campus academic unit.

Total undergraduate enrollment has increased 17 percent since 2012. The composition of the race/ethnicity profile of undergraduate students has shifted to include more minority representation (bottom five, dark-colored column slices).

7.2.1 Race and Ethnicity Distribution of Undergraduate Students, Fall 2012-2022.



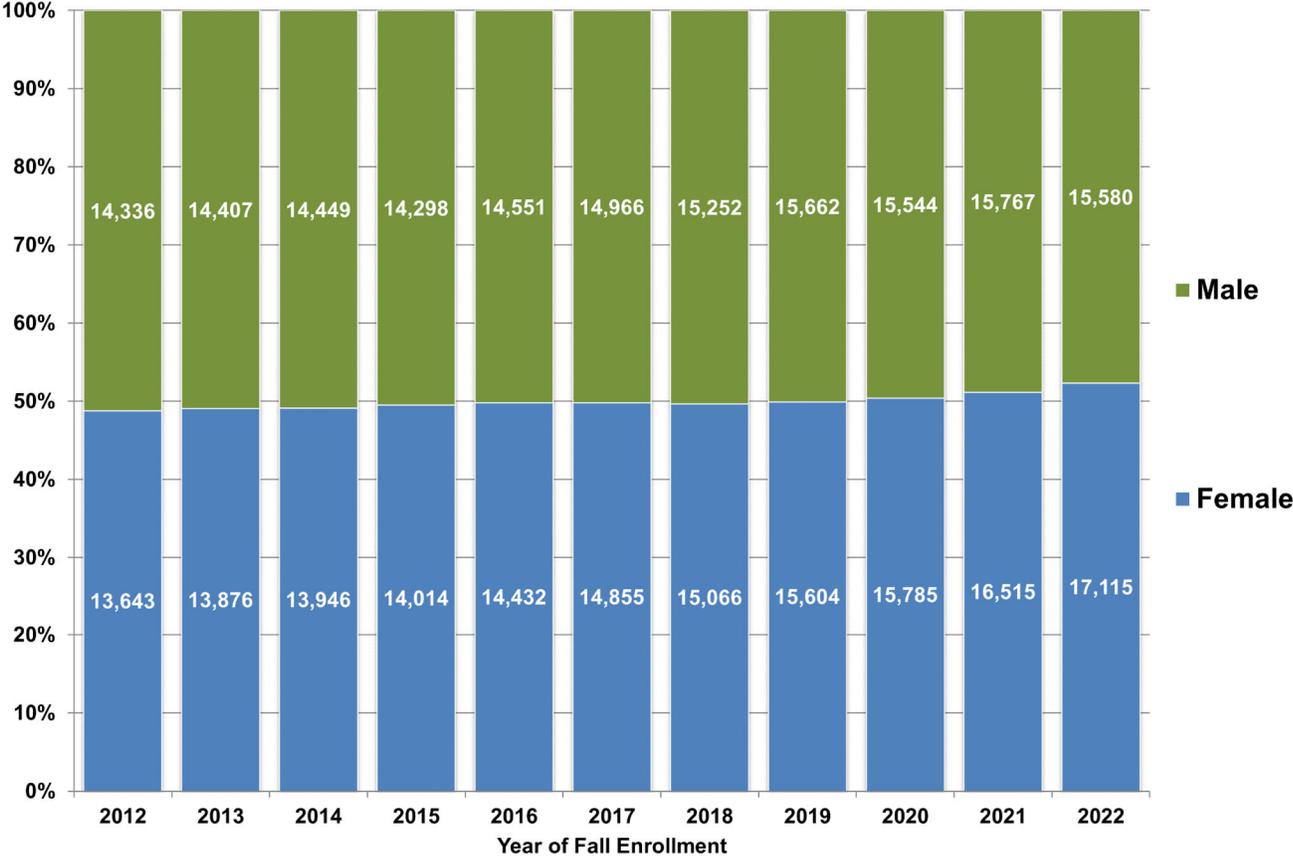
SOURCE: U-M Student Data Sets

Data for students who identify as Native Hawaiian or Other Pacific Islander, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later, following a change in federal requirements for collecting race and ethnicity data from students.

“Two or More URM” represents non-Hispanic/non-Latino students who identified two or more ethnicities and at least one of the ethnicities included Black or African American, Native Hawaiian or Other Pacific Islander, or American Indian or Alaska Native.

There is little change in the breakdown by sex of undergraduate students during the last decade, although in Fall 2022 the split has shifted slightly from 50-50 to 52-48 female to male students.

7.2.2 Sex Distribution of Undergraduate Students, Fall 2012-2022.



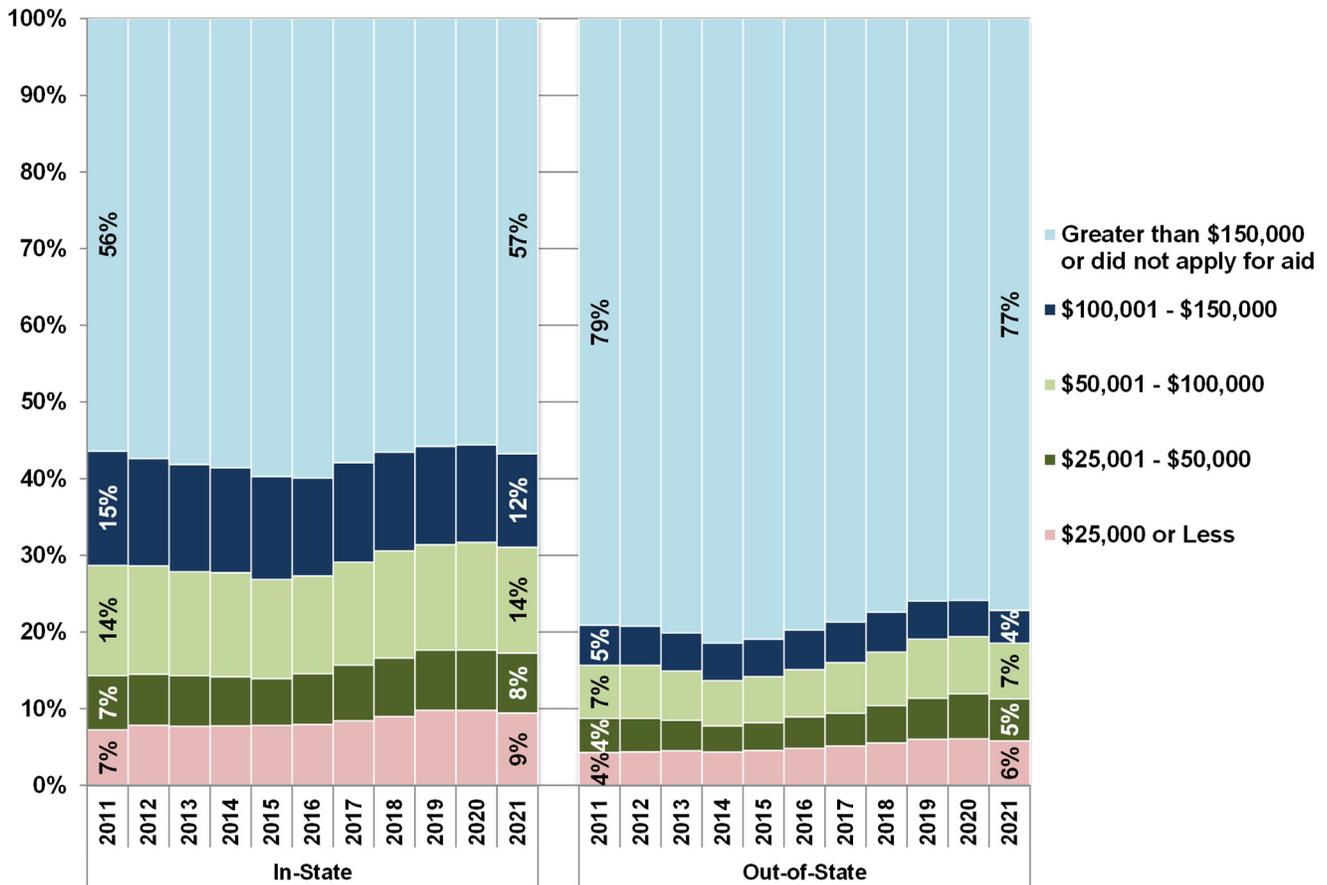
SOURCE: U-M Student Data Sets

During the last decade, the proportion of female undergraduates was highest in Fall 2022 at 52.35% and highest for males in Fall 2012 at 51.24%. Nationally, the gender split for undergraduate students at 4-year, degree-granting colleges and universities is about 55 percent female and 44 percent male.⁵

⁵ Based on count of fall 2017 undergraduate enrollment at U.S. 4-year institutions, National Center for Education Statistics.

The fraction of U-M in-state undergraduates from low-income families is increasing compared to 10 years ago.

7.3 U-M Undergraduates by Inflation-adjusted⁶ Family Income and In-State/Out-of-State Status, Fall 2011-2021.



SOURCE: U.S. Department of Education

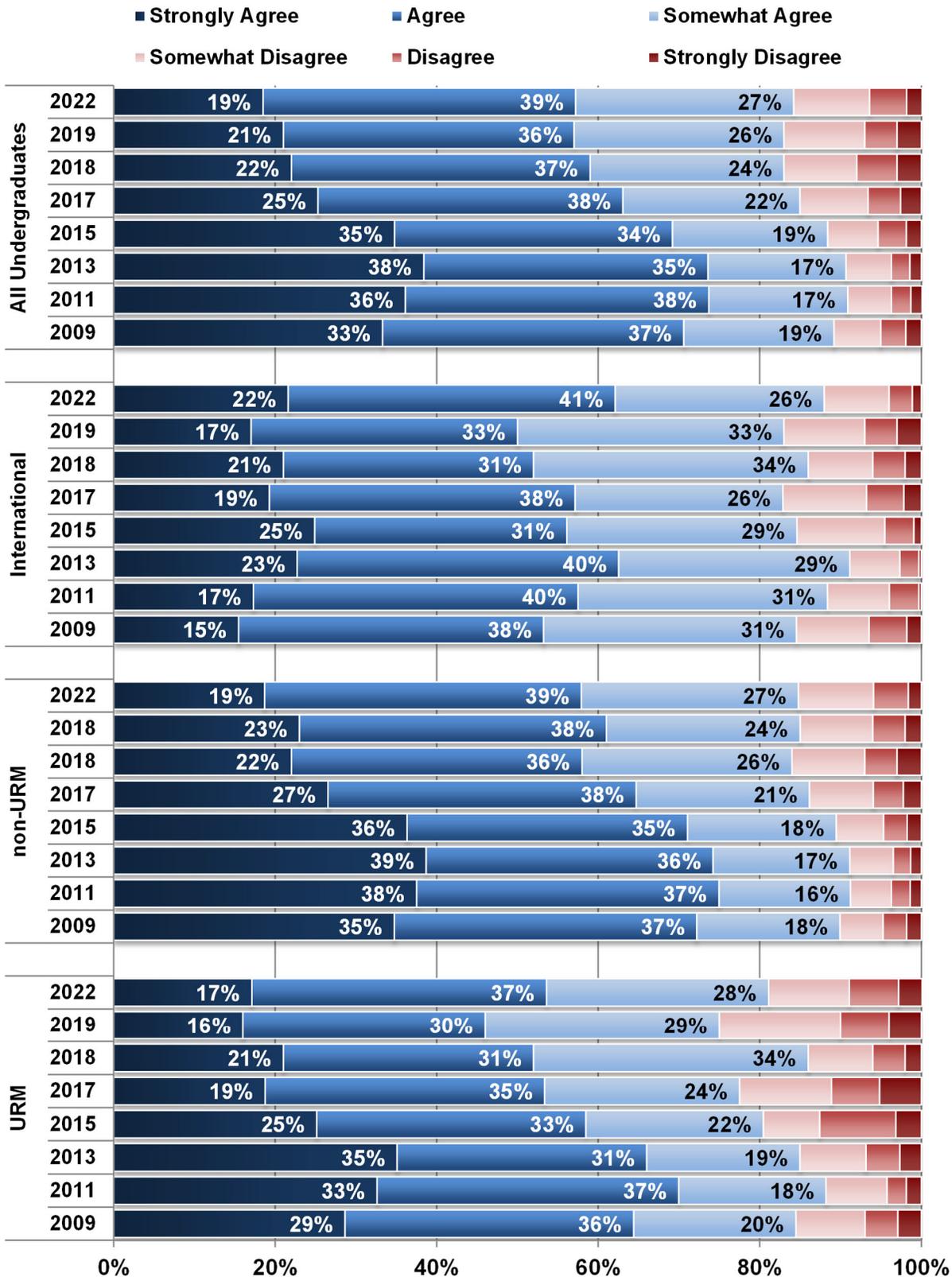
For many years, the U-M has provided financial aid packages that meet the full cost of attendance for admitted in-state students with demonstrated need. In 2017 the University enhanced this commitment with the Go Blue Guarantee, a pledge to provide the full cost of tuition to all admitted, in-state students whose family income is less than \$65,000 and family assets are less than \$50,000. Starting with Fall 2023, qualifying family income is \$75,000 with assets below \$75,000.

Family income is based on data reported on the Free Application for Federal Student Aid (FAFSA), the online form that college students must complete to be considered for financial aid.

⁶ Based on Employment Cost Index (ECI) for fiscal year 2020-21.

A majority of undergraduate students, and the subgroups shown here, who responded to the 2022 U-M Asks You (UMAY) survey said they felt a sense of belonging on the U-M campus.

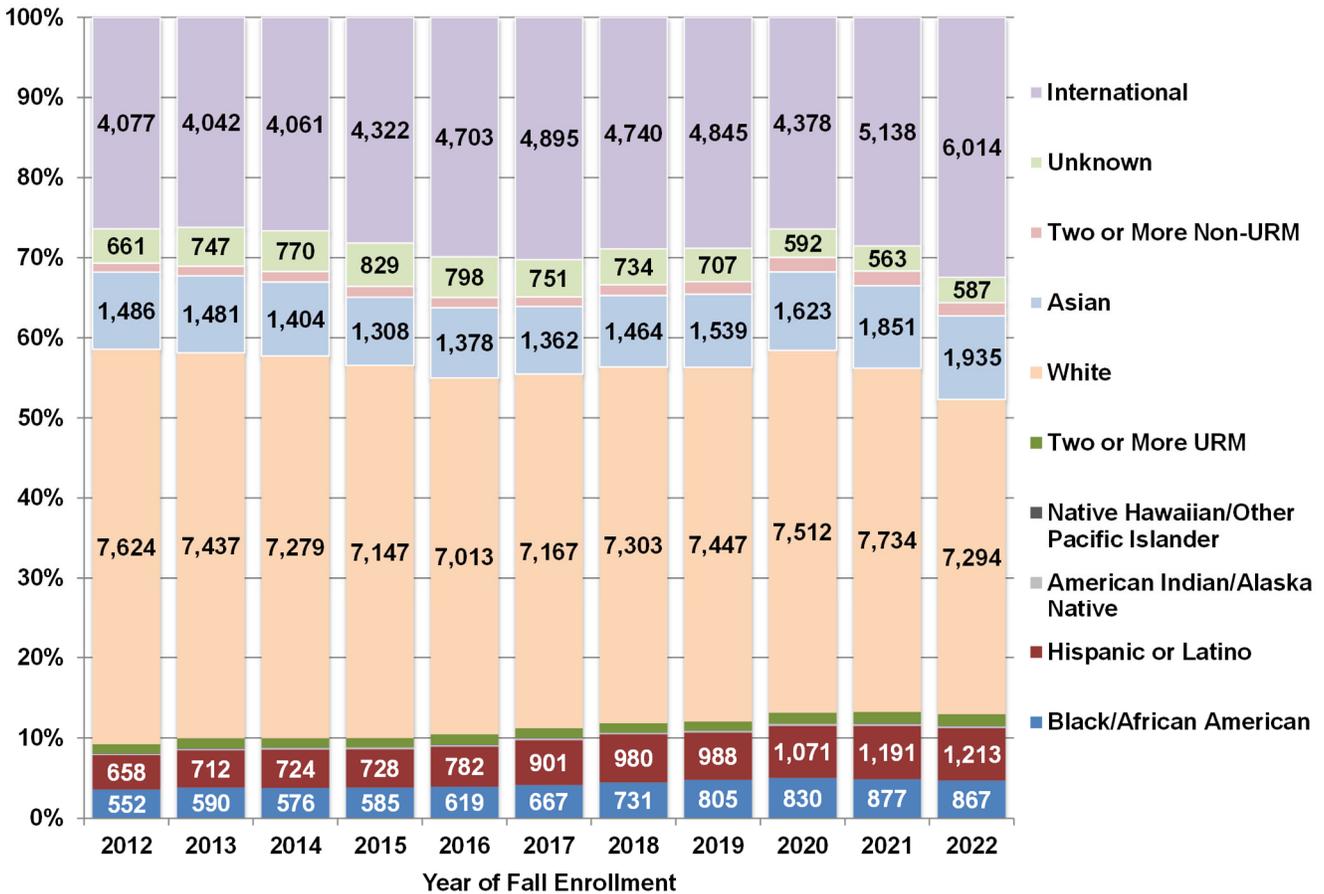
7.4 Undergraduate Student Responses to “I feel that I belong at this campus,” 2009-2022.



SOURCE: U-M Asks You (UMAY) undergraduate survey

One-third of current graduate and professional students⁷ are international. Underrepresented minority students in this population (bottom five, dark-colored column slices) have increased during the last decade.

7.5.1 Race and Ethnicity Distribution of All Graduate and Professional Students⁷, Fall 2012-2022.



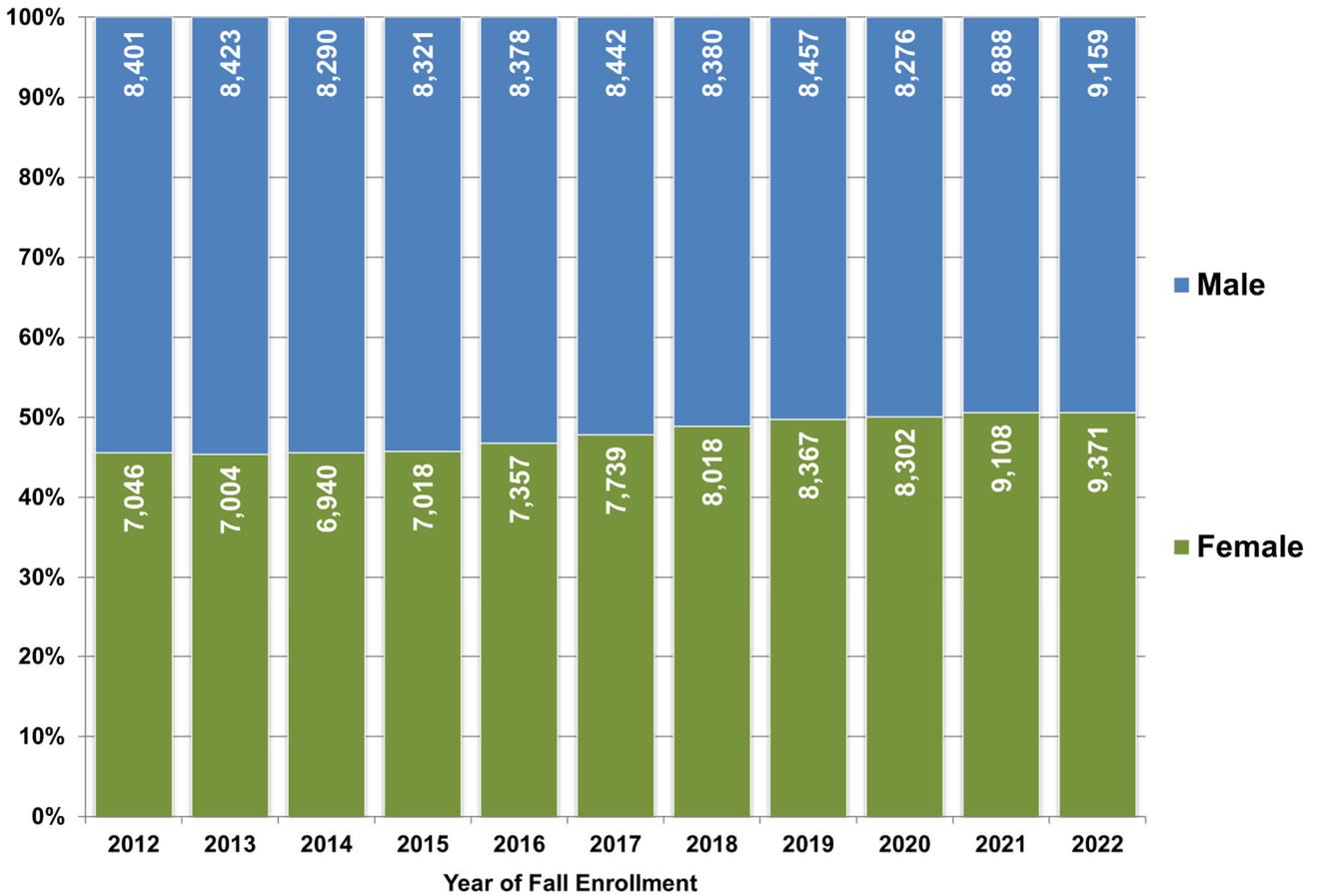
SOURCE: U-M Student Data Sets.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic/non-Latino students who identified two or more ethnicities and at least one of the ethnicities included Black or African American, Native Hawaiian or Other Pacific Islander, or American Indian or Alaska Native.

⁷ A list of U-M graduate and professional degree programs is published in Appendix C.

Females have averaged about 48 percent of the combined graduate and professional student population for the last decade, although the percentage has risen from 45.6 percent in 2012 to 50.6 percent in 2022.

7.5.2 Sex Distribution of ALL Graduate and Professional Students⁸, Fall 2012-2022.

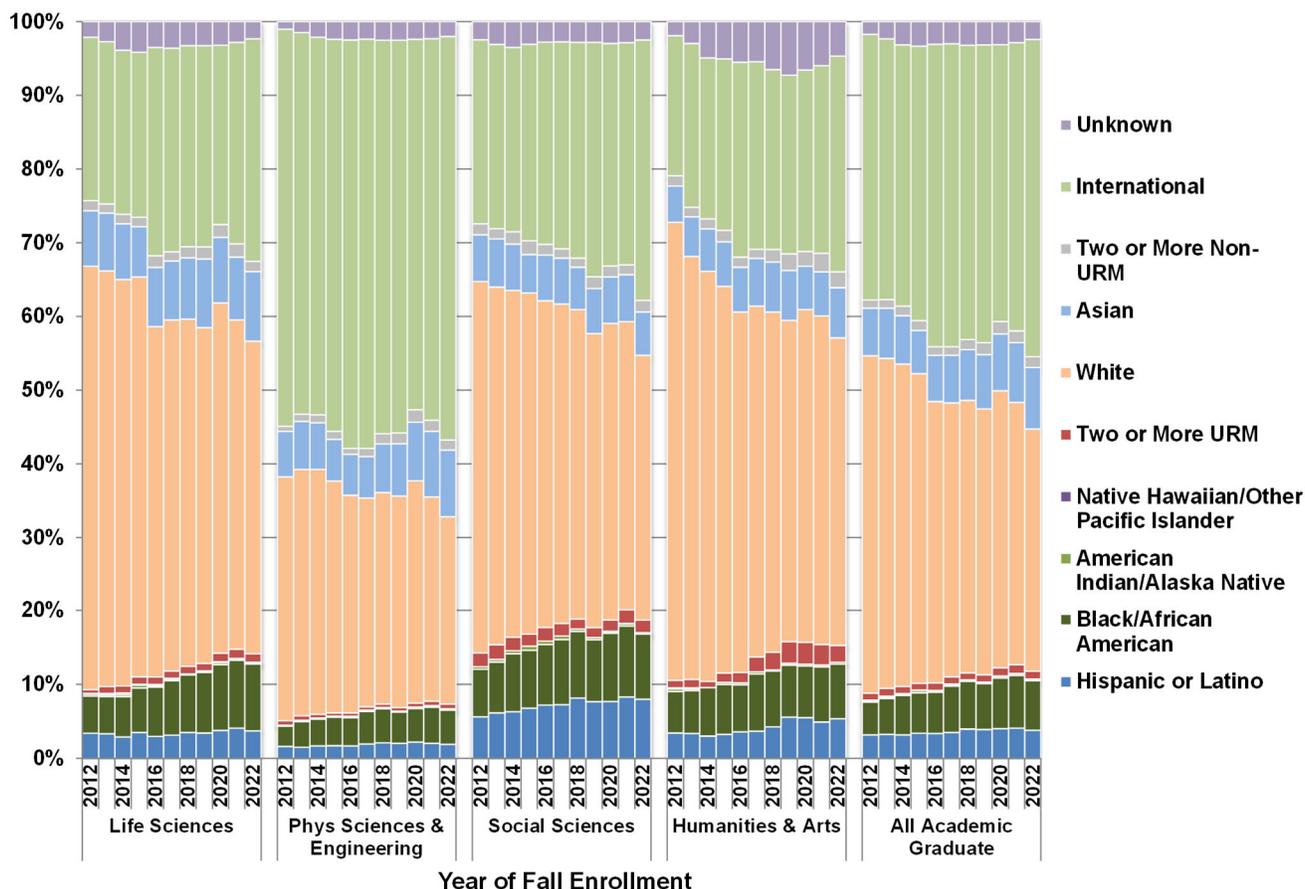


SOURCE: U-M Student Data Sets

⁸ A list of U-M professional degree programs is published in Appendix C.

The subset of graduate students pursuing academic Master’s and Ph.D. degrees who self-identify as an under-represented minority (bottom five, dark-colored column slices) has increased over the last decade.

7.5.3 Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline⁹, Fall 2012-2022.



SOURCE: U-M Student Data Sets.

At the University of Michigan, graduate academic students are defined as those who are enrolled in graduate programs administered by the Horace H. Rackham School of Graduate Studies.

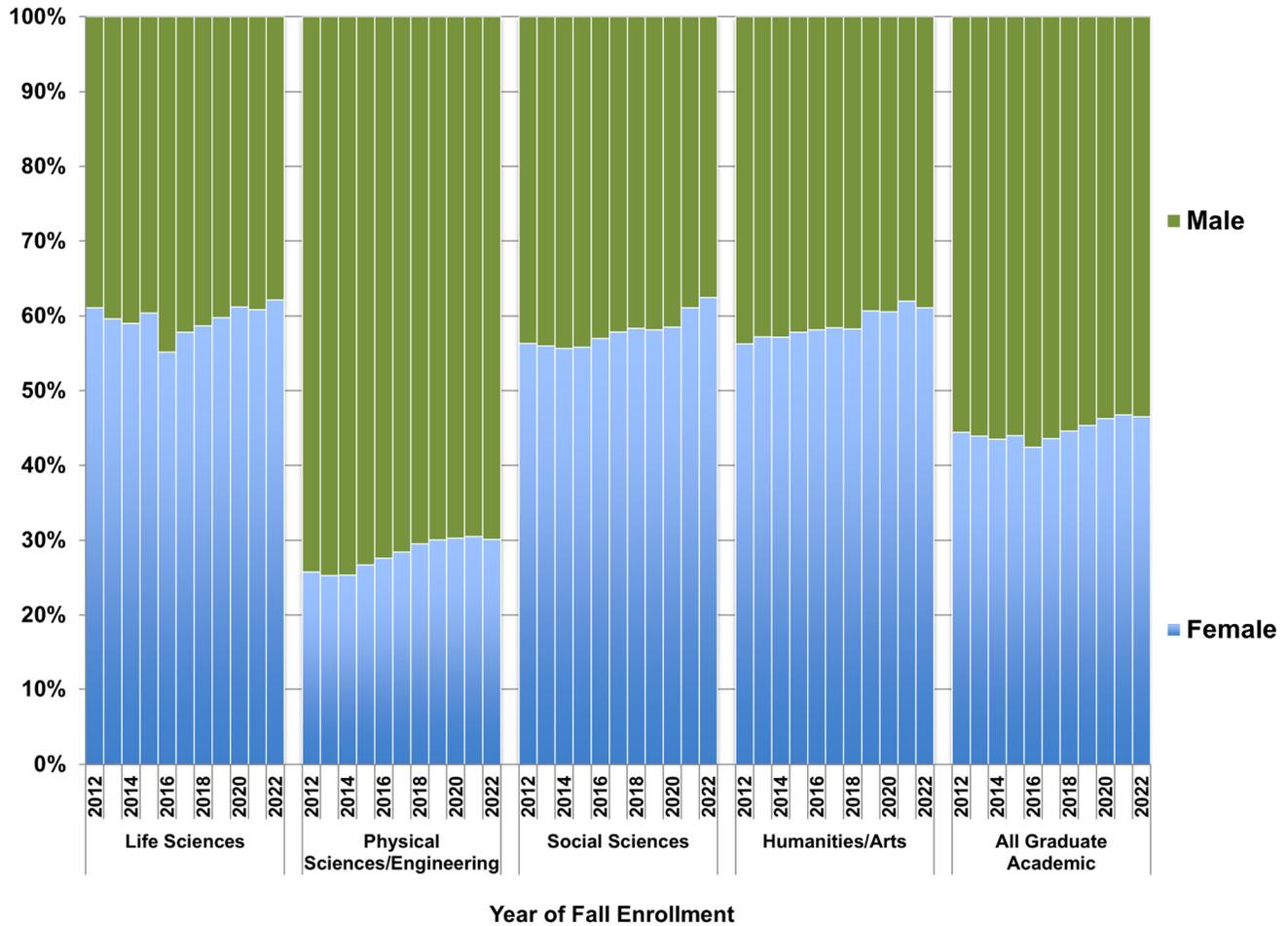
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⁹ A list of the disciplines assigned to each category is published in Appendix B.

About three-quarters of Master’s and Ph.D graduate students enrolled in the physical sciences or engineering are male, although the female fraction is growing. In other disciplines, the balance is shifted toward female students.

7.5.4 Sex Distribution of Graduate Academic Students by Broad Discipline¹⁰, Fall 2012-2022.



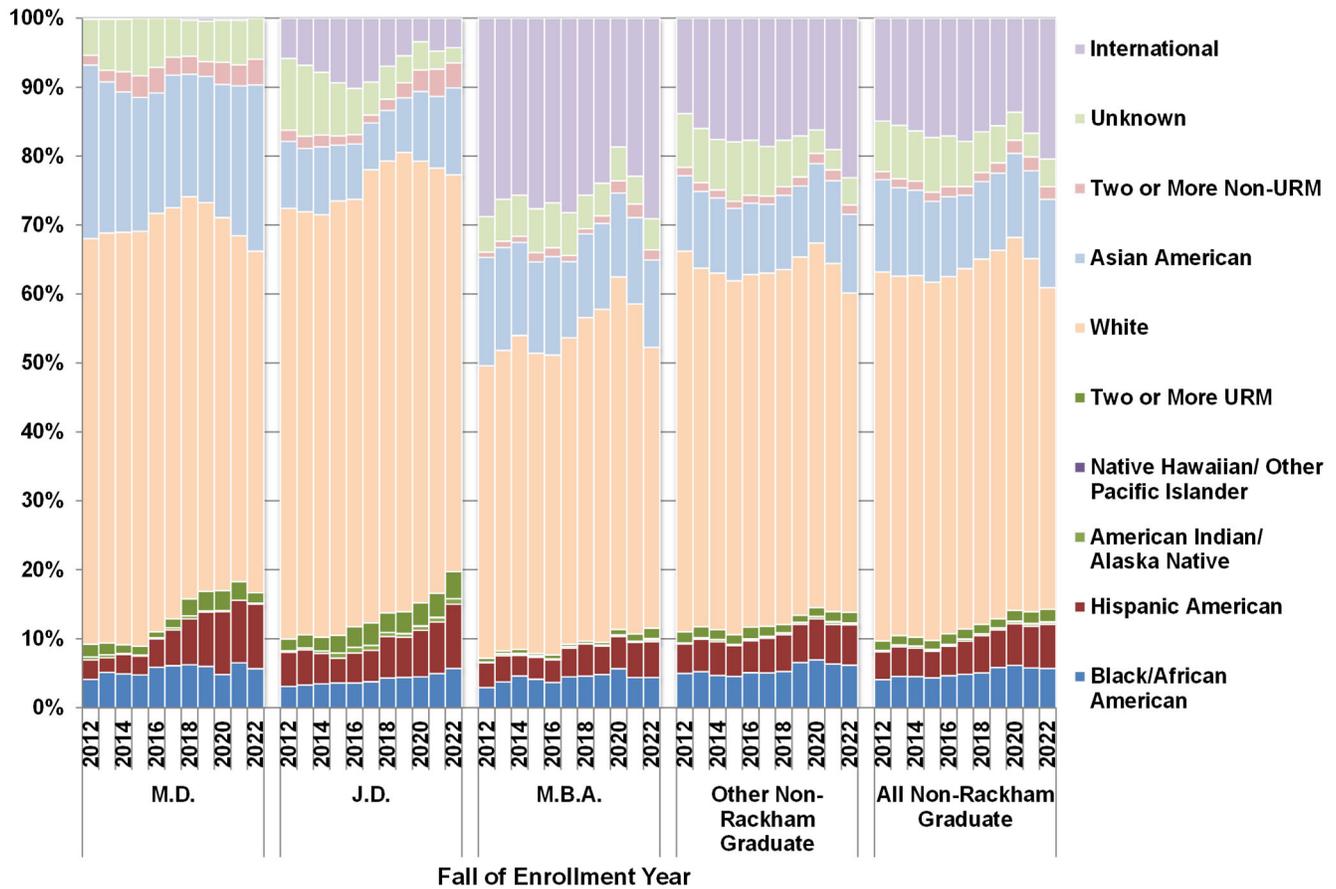
SOURCE: U-M Student Data Sets.

At the University of Michigan, graduate academic students are defined as those who are enrolled in graduate programs administered by the Horace H. Rackham School of Graduate Studies.

¹⁰ A list of disciplines assigned to each category is published in Appendix B.

Underrepresented minority students (bottom five, dark-colored column slices) have increased as percentages of these degree programs over the last decade.

7.5.5 Race and Ethnicity Distribution of Students in Selected Graduate Programs¹¹, Fall 2012-2022.



SOURCE: U-M Student Data Sets

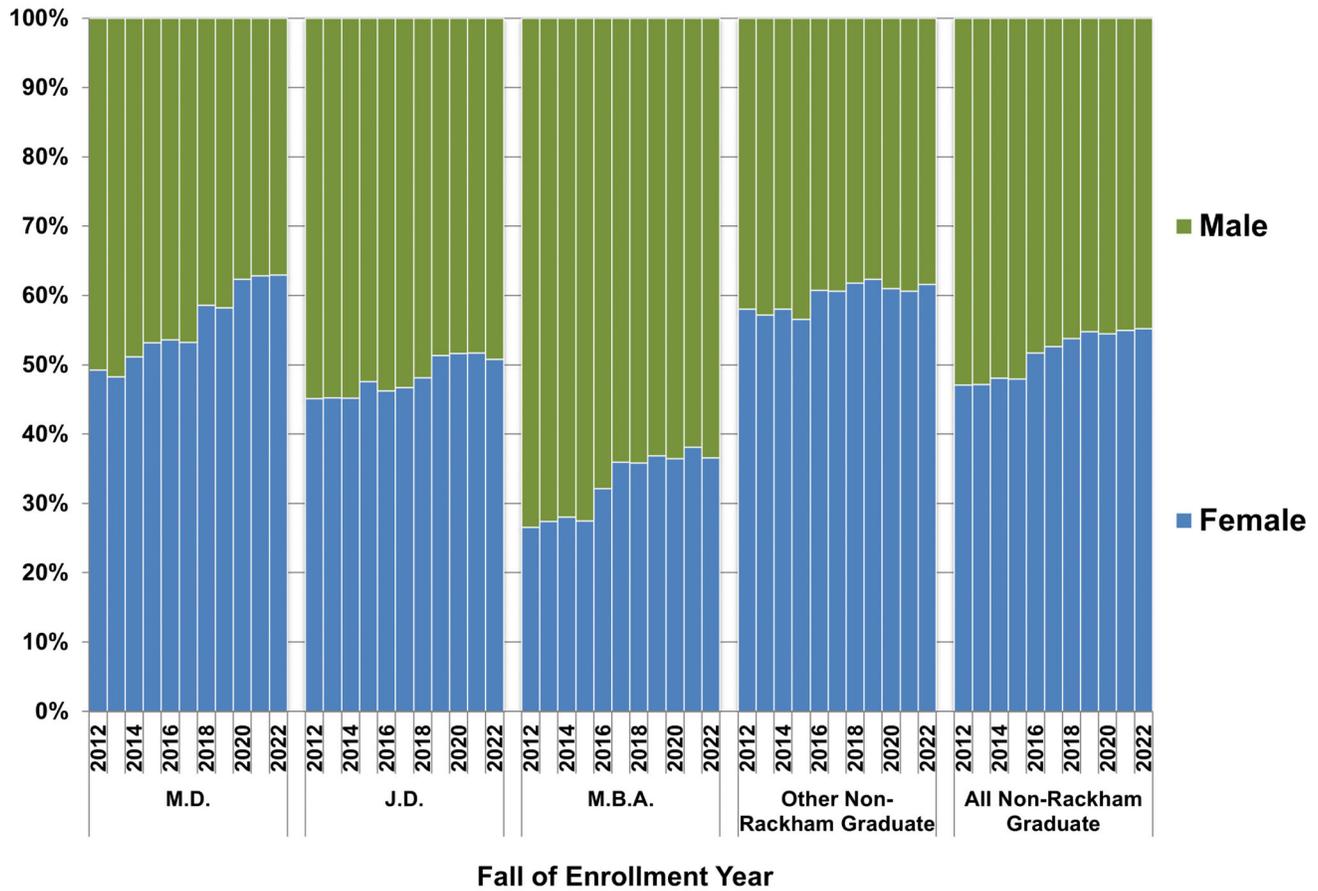
This chart summarizes data for selected graduate degree programs that are administered by individual schools and colleges other than the Horace H. Rackham School of Graduate Studies. U-M awards five professional doctorates (M.D., J.D., D.D.S., Pharm.D., and D.N.P.) as well as “non-Rackham” degrees in Public Health, Architecture, Engineering, Information, Music, among other jointly sponsored degree programs. The “Other” category combines all non-Rackham degrees except for M.D., J.D., and M.B.A.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic/non-Latino students who identified two or more ethnicities and at least one of the ethnicities included Black or African American, Native Hawaiian or Other Pacific Islander, or American Indian or Alaska Native. “Two or More Non-URM” represents individuals selecting more than one ethnicity, none of which are under-represented minorities.

¹¹ A list of U-M professional and non-Rackham degree programs is published in Appendix C

In recent years, about one-third of MBA students are female, while more than 50 percent of MD and Law students are female.

7.5.6 Sex Distribution of Students in Selected Graduate Programs¹², Fall 2012-2022.



SOURCE: U-M Student Data Sets

This chart summarizes data for selected graduate degree programs that are administered by individual schools and colleges, not the Horace H. Rackham School of Graduate Studies. U-M awards five professional degrees (M.D., J.D., D.D.S., Pharm.D., and D.N.P.) as well as “non-Rackham” degrees in Public Health, Architecture, Engineering, Information, Music, among other jointly sponsored degree programs. The “Other” category combines all non-Rackham degrees except for M.D., J.D., and M.B.A.

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