Table 4a. Years in Rank by College/Division, Rank and Gender, for Faculty Employed in the 2012-2013 Academic Year

### Years in Rank at the Assistant Professor Level

<table>
<thead>
<tr>
<th>College/Culture</th>
<th>1-2 Women mean years</th>
<th>1-2 Men mean years</th>
<th>3-4 Women mean years</th>
<th>3-4 Men mean years</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Agricultural and Environmental Sciences</td>
<td>6.49</td>
<td>5.88</td>
<td>4.97</td>
<td>4.31</td>
</tr>
<tr>
<td>College of Biological Sciences</td>
<td>6.48</td>
<td>6.22</td>
<td>5.59</td>
<td>5.37</td>
</tr>
<tr>
<td>College of Engineering</td>
<td>5.93</td>
<td>5.79</td>
<td>4.20</td>
<td>3.91</td>
</tr>
<tr>
<td>Division of Math and Physical Sciences</td>
<td>5.65</td>
<td>5.38</td>
<td>4.18</td>
<td>3.75</td>
</tr>
<tr>
<td>Division of Social Sciences</td>
<td>6.67</td>
<td>5.60</td>
<td>5.36</td>
<td>4.38</td>
</tr>
<tr>
<td>Non-STEM</td>
<td>6.66</td>
<td>6.14</td>
<td>4.53</td>
<td>3.91</td>
</tr>
<tr>
<td>STEM</td>
<td>6.37</td>
<td>5.80</td>
<td>5.06</td>
<td>4.47</td>
</tr>
</tbody>
</table>

### Years in Rank at the Associate Professor Level

<table>
<thead>
<tr>
<th>College/Culture</th>
<th>1-2 Women mean years</th>
<th>1-2 Men mean years</th>
<th>3-4 Women mean years</th>
<th>3-4 Men mean years</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Agricultural and Environmental Sciences</td>
<td>6.11</td>
<td>5.40</td>
<td>3.42</td>
<td>3.19</td>
</tr>
<tr>
<td>College of Biological Sciences</td>
<td>6.46</td>
<td>5.45</td>
<td>3.35</td>
<td>3.23</td>
</tr>
<tr>
<td>College of Engineering</td>
<td>5.71</td>
<td>4.81</td>
<td>4.17</td>
<td>4.00</td>
</tr>
<tr>
<td>Division of Math and Physical Sciences</td>
<td>4.61</td>
<td>4.67</td>
<td>2.00</td>
<td>3.11</td>
</tr>
<tr>
<td>Division of Social Sciences</td>
<td>5.02</td>
<td>4.31</td>
<td>3.50</td>
<td>2.92</td>
</tr>
<tr>
<td>Non-STEM</td>
<td>6.32</td>
<td>5.53</td>
<td>3.36</td>
<td>2.72</td>
</tr>
<tr>
<td>STEM</td>
<td>5.97</td>
<td>5.35</td>
<td>3.44</td>
<td>3.36</td>
</tr>
</tbody>
</table>

### Years in Rank at the Full Professor Step 1-5

<table>
<thead>
<tr>
<th>College/Culture</th>
<th>1-2 Women mean years</th>
<th>1-2 Men mean years</th>
<th>3-4 Women mean years</th>
<th>3-4 Men mean years</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Agricultural and Environmental Sciences</td>
<td>11.69</td>
<td>11.97</td>
<td>6.92</td>
<td>6.33</td>
</tr>
<tr>
<td>College of Biological Sciences</td>
<td>10.52</td>
<td>12.38</td>
<td>---</td>
<td>8.64</td>
</tr>
<tr>
<td>College of Engineering</td>
<td>11.40</td>
<td>11.40</td>
<td>6.90</td>
<td>5.23</td>
</tr>
<tr>
<td>Division of Math and Physical Sciences</td>
<td>11.06</td>
<td>11.28</td>
<td>---</td>
<td>7.35</td>
</tr>
<tr>
<td>Division of Social Sciences</td>
<td>11.14</td>
<td>11.23</td>
<td>6.00</td>
<td>4.50</td>
</tr>
<tr>
<td>Non-STEM</td>
<td>12.31</td>
<td>12.64</td>
<td>7.01</td>
<td>6.64</td>
</tr>
<tr>
<td>STEM</td>
<td>11.36</td>
<td>11.74</td>
<td>6.82</td>
<td>6.63</td>
</tr>
</tbody>
</table>

Notes: Cell counts and means include only faculty who have transitioned to the next rank

## Notes:
- **a** Denotes that both the numerator and denominator values are 0.
- **b** Next “rank” is defined as Full Professor Step 6 or above