

Table 4a. Years in Rank by College/Division, Rank and Gender, for Faculty Employed in the 2015-2016 Academic Year

	Beginning Step in the Rank							
	1-2				3-4			
	Women		Men		Women		Men	
	#	mean years	#	mean years	#	mean years	#	mean years
Years in Rank at the Assistant Professor Level	114	6.541	193	5.95	173	4.8	297	4.5
College of Agricultural and Environmental Sciences	16	6.55	33	6.10	31	5.68	66	4.68
College of Biological Sciences	3	6.50	11	6.15	15	5.29	34	5.61
College of Engineering	10	5.93	38	5.79	8	4.82	34	4.50
Division of Math and Physical Sciences	9	5.65	17	5.31	14	4.19	47	3.75
Division of Social Sciences	28	6.89	27	5.99	20	4.70	36	4.25
School of Medicine	17	6.44	39	5.87	17	5.37	17	4.17
School of Veterinary Medicine	5	6.58	7	5.62	20	4.90	30	4.43
Non-STEM	37	6.61	62	6.10	69	4.52	60	4.15
STEM*	77	6.51	131	5.88	104	5.05	237	4.53
Years in Rank at the Associate Professor Level	184	6.00	430	5.36	29	4.2	65	3.4
College of Agricultural and Environmental Sciences	30	6.34	94	5.24	8	3.34	14	3.93
College of Biological Sciences	13	5.85	32	4.65	2	4.17	8	3.75
College of Engineering	15	4.89	75	5.65	0	---	9	3.48
Division of Math and Physical Sciences	18	5.11	60	4.61	2	3.50	11	3.18
Division of Social Sciences	25	6.52	42	5.88	7	4.14	9	4.15
School of Medicine	27	5.51	62	5.66	1	3.33	5	2.50
School of Veterinary Medicine	22	6.01	31	5.51	3	3.58	3	1.94
Non-STEM	58	6.37	101	5.63	6	6.17	12	2.37
STEM	126	5.83	131	5.88	23	3.70	53	3.64
Years in Rank at the Full Professor Step 1-5**	78	11.51	257	11.88	14	7.0	39	6.6
College of Agricultural and Environmental Sciences	19	10.98	70	12.21	0	---	7	6.63
College of Biological Sciences	5	10.60	22	11.20	3	6.94	4	5.04
College of Engineering	7	12.35	41	11.76	0	---	6	7.35
Division of Math and Physical Sciences	11	10.73	37	10.91	1	6.00	2	4.50
Division of Social Sciences	8	12.50	16	10.44	2	7.00	1	6.00
School of Medicine	6	13.67	38	13.29	4	6.10	9	7.56
School of Veterinary Medicine	9	11.43	16	12.22	0	---	4	5.96
Non-STEM	20	11.55	56	12.95	6	7.46	14	6.92
STEM	58	11.50	131	5.88	8	6.69	25	6.40

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

** Next "rank" is defined as Full Professor Step 6 or above

--- Denotes that both the numerator and denominator values are 0.

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

Note: Tables 4a-c are based on data received 11/15/2016.