

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

	Beginning Step in the Rank											
	1-2						3-4					
	Non-PoC*		PoC**		URM***		Non-PoC		PoC		URM	
	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years
Years in Rank at the Assistant Professor Level	237	6.12	70	6.35	24	6.72	352	4.54	118	4.75	40	4.63
College of Agricultural and Environmental Sciences	42	6.20	7	6.55	3	6.78	75	4.86	22	5.50	5	5.93
College of Biological Sciences	13	6.24	1	6.00	0	---	41	5.51	8	5.55	2	5.25
College of Engineering	34	5.86	14	5.72	3	6.50	25	4.52	17	4.61	5	4.67
Division of Math and Physical Sciences	21	5.42	5	5.47	1	6.00	46	3.72	15	4.27	2	3.25
Division of Social Sciences	45	6.35	10	6.90	4	6.75	39	4.37	17	4.51	8	4.50
School of Medicine	45	5.95	11	6.43	4	7.10	21	4.59	13	5.05	3	4.61
School of Veterinary Medicine	12	6.02	0	---	0	---	47	4.64	3	4.25	2	4.42
Non-STEM	71	6.21	28	6.51	10	6.58	99	4.36	30	4.33	16	4.23
STEM****	166	6.08	42	6.25	14	6.82	253	4.61	88	4.89	24	4.90
Years in Rank at the Associate Professor Level	485	5.51	129	5.71	37	7.12	78	3.52	16	4.30	4	5.48
College of Agricultural and Environmental Sciences	104	5.42	20	5.95	8	7.38	20	3.65	2	4.46	1	4.92
College of Biological Sciences	40	5.09	5	4.20	1	4.00	9	3.93	1	3.00	0	---
College of Engineering	61	5.18	29	6.25	4	12.25	5	2.93	4	4.17	0	---
Division of Math and Physical Sciences	57	4.94	21	4.14	3	4.00	10	3.30	3	3.00	0	---
Division of Social Sciences	54	6.09	13	6.23	7	6.00	13	4.10	3	4.33	1	5.00
School of Medicine	71	5.58	18	5.74	3	5.94	6	2.64	0	---	0	---
School of Veterinary Medicine	50	5.71	3	5.92	2	5.88	5	2.07	1	6.25	0	---
Non-STEM	128	5.82	31	6.23	13	7.04	16	3.34	2	6.00	2	6.00
STEM	357	5.40	98	5.55	24	7.17	62	18.83	14	4.06	2	4.96
Years in Rank at the Full Professor Step 1-5****	274	11.83	61	11.60	11	12.44	44	6.60	9	7.20	3	6.28
College of Agricultural and Environmental Sciences	77	11.87	12	12.42	3	12.33	6	7.10	1	3.83	1	3.83
College of Biological Sciences	23	10.54	4	14.25	1	20.00	6	6.17	1	4.00	1	4.00
College of Engineering	39	12.30	9	9.89	0	---	4	7.19	2	7.67	0	---
Division of Math and Physical Sciences	33	10.51	15	11.67	2	9.50	3	5.00	0	---	0	---
Division of Social Sciences	22	11.00	2	12.50	0	---	3	6.67	0	---	0	---
School of Medicine	36	13.40	8	13.09	2	13.92	11	6.83	2	8.67	0	---
School of Veterinary Medicine	24	12.06	1	9.00	0	---	3	5.83	1	6.33	0	---
Non-STEM	61	12.92	15	11.19	4	12.50	15	6.66	5	8.33	1	11.00
STEM	213	11.52	46	11.74	7	12.40	29	6.56	4	5.79	2	3.92

* Non-PoC includes individuals who do not identify race/ethnicity.

** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

***URM, underrepresented minorities, include African Americans, Native Americans and Hispanics.

****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.