

Table 4c. 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							
	Non-PoC*				PoC**				Non-PoC				PoC			
	Women		Men		Women		Men		Women		Men		Women		Men	
#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	
<b>Years in Rank at the Assistant Professor Level</b>	<b>80</b>	<b>6.07</b>	<b>157</b>	<b>5.68</b>	<b>34</b>	<b>6.68</b>	<b>36</b>	<b>6.04</b>	<b>124</b>	<b>4</b>	<b>228</b>	<b>3.86</b>	<b>49</b>	<b>4.86</b>	<b>69</b>	<b>4.46</b>
College of Agricultural and Environmental Sciences	13	6.44	29	6.09	3	7.06	4	6.17	22	5	53	4.66	9	6.54	13	4.78
College of Biological Sciences	3	6.50	10	6.17	---	---	1	6.00	12	5	29	5.61	3	5.50	5	5.58
College of Engineering	6	5.94	28	5.85	4	5.92	10	5.64	3	5	22	4.52	5	4.98	12	4.46
Division of Math and Physical Sciences	7	5.57	14	5.35	2	5.92	3	5.17	10	4	36	3.59	4	4.25	11	4.28
Division of Social Sciences	22	6.77	23	5.95	6	7.33	4	6.25	15	5	24	4.10	5	4.40	12	4.56
School of Medicine	11	6.35	34	5.82	6	6.60	5	6.23	11	5	10	3.89	6	5.63	7	4.56
School of Veterinary Medicine	5	6.58	7	5.62	---	---	---	---	18	5	29	4.38	2	3.38	1	6.00
Non-STEM	21	6.71	50	6.00	16	6.49	12	6.53	51	5	48	4.19	18	4.56	12	3.98
STEM***	59	6.40	107	5.90	18	6.86	24	5.80	73	5	180	4.48	31	5.31	57	4.67
<b>Years in Rank at the Associate Professor Level</b>	<b>144</b>	<b>5.15</b>	<b>341</b>	<b>4.82</b>	<b>40</b>	<b>5.74</b>	<b>89</b>	<b>5.50</b>	<b>21</b>	<b>4</b>	<b>57</b>	<b>3.24</b>	<b>8</b>	<b>3.99</b>	<b>8</b>	<b>3.83</b>
College of Agricultural and Environmental Sciences	25	6.33	79	5.14	5	6.40	15	5.80	6	3	14	3.93	2	4.46	---	---
College of Biological Sciences	12	6.08	28	4.67	1	3.00	4	4.50	2	4	7	3.86	---	---	1	3.00
College of Engineering	10	4.63	51	5.29	5	5.40	24	6.42	---	---	5	2.93	---	---	4	4.17
Division of Math and Physical Sciences	13	5.15	44	4.88	5	5.00	16	3.88	---	---	10	3.30	2	3.50	1	2.00
Division of Social Sciences	19	6.58	35	5.83	6	6.33	7	6.14	6	4	7	4.05	1	4.00	2	4.50
School of Medicine	22	5.46	49	5.64	5	5.70	13	5.75	1	3	5	2.50	---	---	---	---
School of Veterinary Medicine	20	5.88	30	5.59	2	7.38	1	3.00	2	2	3	1.94	1	6.25	---	---
Non-STEM	44	6.23	84	5.61	14	6.82	17	5.74	4	6	12	2.37	2	6.00	---	#DIV/0!
STEM	100	5.85	257	5.22	26	5.72	72	5.49	17	3	45	3.60	6	4.36	8	3.83
<b>Years in Rank at the Full Professor Step 1-5****</b>	<b>63</b>	<b>10.03</b>	<b>211</b>	<b>11.00</b>	<b>15</b>	<b>10.87</b>	<b>46</b>	<b>11.65</b>	<b>12</b>	<b>7</b>	<b>32</b>	<b>6.02</b>	<b>2</b>	<b>9.00</b>	<b>7</b>	<b>5.79</b>
College of Agricultural and Environmental Sciences	16	10.41	61	12.25	3	14.00	9	11.89	---	---	6	7.10	---	---	1	3.83
College of Biological Sciences	4	10.50	19	10.55	1	11.00	3	15.33	3	7	3	5.39	---	---	1	4.00
College of Engineering	7	12.35	32	12.29	---	---	9	9.89	---	---	4	7.19	---	---	2	7.67
Division of Math and Physical Sciences	6	10.17	27	10.58	5	11.40	10	11.80	1	6	2	4.50	---	---	---	---
Division of Social Sciences	8	12.50	14	10.14	---	---	2	12.50	2	7	1	6.00	---	---	---	---
School of Medicine	5	13.60	31	13.36	1	14.00	7	12.96	4	6	7	7.24	---	---	2	8.67
School of Veterinary Medicine	8	11.73	16	12.22	1	9.00	---	---	---	---	3	5.83	---	---	1	6.33
Non-STEM	15	12.20	46	13.16	5	9.60	10	11.98	4	7	11	6.65	2	9.00	3	7.89
STEM	48	11.31	165	11.58	10	12.40	36	11.55	8	7	21	6.52	---	---	4	5.79

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

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

\*\*\*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.