

Table 4a. Years in Rank by College/Division, Rank and Gender, for Faculty Employed in the 2014-2015 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	107	6.53	188	5.90	159	4.8	310	4.4
College of Agricultural and Environmental Sciences	16	6.58	43	6.03	27	5.65	70	4.77
College of Biological Sciences	4	6.63	12	6.22	13	5.13	34	5.46
College of Engineering	10	5.93	39	5.78	9	4.51	35	4.47
Division of Math and Physical Sciences	9	5.65	18	5.41	14	4.19	49	3.80
Division of Social Sciences	26	6.69	29	5.78	18	5.34	34	4.35
School of Medicine	10	6.70	19	5.75	16	4.97	25	3.35
School of Veterinary Medicine	5	6.58	8	5.73	18	4.81	32	4.53
Non-STEM	39	6.71	47	5.95	66	4.38	87	4.09
STEM*	70	6.37	141	5.89	93	5.11	224	4.52
Years in Rank at the Associate Professor Level	177	6.06	430	5.36	25	3.6	76	3.3
College of Agricultural and Environmental Sciences	32	6.48	109	5.38	7	3.25	14	3.66
College of Biological Sciences	13	5.85	32	4.86	2	4.17	8	3.75
College of Engineering	17	4.61	70	5.60	0	---	11	3.21
Division of Math and Physical Sciences	16	5.06	61	4.62	2	3.50	12	2.92
Division of Social Sciences	26	7.00	42	5.88	6	3.50	9	3.93
School of Medicine	19	5.18	54	5.45	2	3.00	11	3.04
School of Veterinary Medicine	21	5.92	34	5.38	3	3.58	3	2.61
Non-STEM	76	6.25	105	5.49	8	3.72	20	2.56
STEM	103	5.90	141	5.89	17	3.48	56	3.50
Years in Rank at the Full Professor Step 1-5**	71	11.37	269	11.97	17	6.9	46	6.5
College of Agricultural and Environmental Sciences	16	10.52	80	12.27	0	---	8	6.84
College of Biological Sciences	4	10.25	22	11.20	4	6.90	4	5.04
College of Engineering	7	11.06	38	11.56	0	---	6	7.35
Division of Math and Physical Sciences	8	11.50	37	10.99	1	6.00	2	4.50
Division of Social Sciences	10	12.90	18	10.50	2	7.00	3	8.33
School of Medicine	6	12.67	39	13.18	4	6.10	14	6.85
School of Veterinary Medicine	8	10.48	19	12.58	0	---	3	5.61
Non-STEM	27	11.46	68	12.78	10	7.01	22	6.44
STEM	45	11.29	141	5.89	7	6.80	24	6.63

*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.