

Table 4b. Years in Rank by College/Division, Rank and Race/Ethnicity, for Faculty Employed in the 2014-2015 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	228	6.064	67	6.3545	23	6.7319	355	4.4765	114	4.7303	37	4.6937
College of Agricultural and Environmental Sciences	52	6.13	7	6.55	3	6.78	77	4.95	20	5.26	6	5.86
College of Biological Sciences	15	6.34	1	6.00	0	---	40	5.35	7	5.49	2	5.25
College of Engineering	34	5.83	15	5.76	3	6.50	25	4.36	19	4.64	5	4.67
Division of Math and Physical Sciences	22	5.49	5	5.47	1	6.00	46	3.70	17	4.42	2	3.25
Division of Social Sciences	45	6.06	10	6.90	4	6.75	38	4.54	14	5.12	6	5.50
School of Medicine	21	5.86	8	6.67	3	7.33	29	3.80	12	4.44	2	1.29
School of Veterinary Medicine	13	6.06	0	---	0	---	48	4.62	2	4.96	1	6.00
Non-STEM	58	6.17	28	6.56	11	6.81	116	4.27	37	4.07	18	4.18
STEM****	172	6.01	39	6.21	12	6.66	240	4.58	77	5.05	19	5.18
Years in Rank at the Associate Professor Level	490	5.5602	117	5.5933	36	7.044	86	3.2112	15	3.9889	3	4.9722
College of Agricultural and Environmental Sciences	121	5.56	20	6.05	8	7.38	20	3.45	1	4.92	1	4.92
College of Biological Sciences	40	5.27	5	4.20	1	4.00	9	3.93	1	3.00	0	---
College of Engineering	61	5.07	26	6.20	4	12.25	7	2.67	4	4.17	0	---
Division of Math and Physical Sciences	57	4.92	20	4.10	3	4.00	11	3.00	3	3.00	0	---
Division of Social Sciences	56	6.38	12	6.00	6	5.50	12	3.61	3	4.33	1	5.00
School of Medicine	60	5.47	13	4.96	3	5.94	13	3.03	0	---	0	---
School of Veterinary Medicine	52	5.56	3	5.92	2	5.88	5	2.47	1	6.25	0	---
Non-STEM	145	5.77	36	5.97	14	6.90	25	2.71	3	4.42	1	5.00
STEM	348	5.47	81	5.42	22	7.14	61	18.01	12	3.88	2	4.96
Years in Rank at the Full Professor Step 1-5****	286	11.943	54	11.31	10	11.983	52	6.6058	11	6.803	4	5.9583
College of Agricultural and Environmental Sciences	86	11.99	10	11.90	2	9.50	7	7.27	1	3.83	1	3.83
College of Biological Sciences	22	10.48	4	14.25	1	20.00	7	6.25	1	4.00	1	4.00
College of Engineering	38	11.89	7	9.29	0	---	4	7.19	2	7.67	0	---
Division of Math and Physical Sciences	31	10.76	14	11.79	2	9.50	3	5.00	0	---	0	---
Division of Social Sciences	26	11.27	2	12.50	1	13.00	5	7.80	0	---	0	---
School of Medicine	38	13.35	7	11.82	2	13.92	16	6.43	2	8.67	0	---
School of Veterinary Medicine	26	12.07	1	9.00	0	---	2	5.25	1	6.33	0	---
Non-STEM	80	12.72	15	10.72	4	12.21	25	6.40	7	7.38	2	8.00
STEM	208	11.65	39	11.54	6	11.83	27	6.79	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.