Indianta v(a): A and Fa	Wo	Women		Men	
Indicator(s): 4 and 5a	White	POC	White	POC	
College of AHSS					
Criminal Justice & Political S					
6-8 years	0	0	1	0	
English					
3-5 years	0	0	1	0	
6-8 years	1	0	0	0	
History & Religion					
3-5 years	1	0	1	0	
Modern Languages					
6-8 years	0	0	0	1	
Music					
3-5 years	0	0	1	0	
6-8 years	0	0	2	0	
Fine Arts					
6-8 years	1	0	0	0	

Years in Rank at the Assistant Professor Level before being promoted to Associate Professor -- last 3 years