

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2000*

Division/Department	Women	Men	% Women
Physical Sciences	42.25	414.79	9.2%
Biological Systems Engineering	0.00	14.25	0.0%
Soil Science	2.50	18.00	12.2%
Chemical Engineering	1.00	15.00	6.3%
Civil & Environmental Engineering	1.00	28.00	3.4%
Electrical & Computer Engineering	2.00	39.00	4.9%
Biomedical Engineering	1.00	5.00	16.7%
Industrial Engineering	5.25	12.00	30.4%
Mechanical Engineering	3.25	28.75	10.2%
Materials Science & Engineering	1.00	15.00	6.3%
Engineering Physics	1.25	18.50	6.3%
Engineering Professional Development	0.00	6.00	0.0%
Astronomy	2.00	12.00	14.3%
Chemistry	2.50	39.00	6.0%
Computer Sciences	6.00	27.17	18.1%
Geology & Geophysics	5.00	13.50	27.0%
Mathematics	3.00	52.42	5.4%
Atmospheric & Oceanic Sciences	0.00	14.00	0.0%
Physics	3.00	44.00	6.4%
Statistics	2.50	13.20	15.9%
Biological Sciences	139.26	590.54	19.1%
Agronomy	1.00	17.00	5.6%
Animal Science	0.00	19.20	0.0%
Bacteriology	3.00	12.00	20.0%
Biochemistry	6.00	23.00	20.7%
Dairy Science	2.00	10.40	16.1%
Entomology	2.00	11.00	15.4%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	12.00	14.3%
Genetics	1.50	11.73	11.3%
Horticulture	3.00	12.00	20.0%
Nutritional Sciences	5.00	4.90	50.5%
Plant Pathology	4.00	11.68	25.5%
Forest Ecology & Management	0.50	15.63	3.1%
Natural Resources - Wildlife Ecology	1.00	5.00	16.7%
Kinesiology	5.00	9.00	35.7%
Nelson Institute for Environmental Studies	0.50	4.57	9.9%
Botany	5.00	10.82	31.6%
Communicative Disorders	6.00	8.00	42.9%
Zoology	5.00	17.00	22.7%
Anatomy	5.00	15.00	25.0%
Anesthesiology	0.00	3.00	0.0%
Biostatistics & Medical Informatics	1.25	8.00	13.5%
Family Medicine	1.33	8.10	14.1%

Genetics	0.50	5.26	8.7%
Obstetrics & Gynecology	2.00	6.00	25.0%
Medical History & Bioethics	1.67	4.40	27.5%
Human Oncology	1.00	7.05	12.4%
Medicine	5.75	53.34	9.7%
Medical Microbiology	1.00	9.74	9.3%
Medical Physics	1.00	9.15	9.9%
Neurology	1.00	10.00	9.1%
Neurological Surgery	1.00	4.00	20.0%
Oncology	4.75	13.40	26.2%
Ophthalmology & Visual Sciences	3.60	11.00	24.7%
Pathology & Laboratory Medicine	6.00	12.11	33.1%
Pediatrics	8.00	15.20	34.5%
Pharmacology	2.00	10.50	16.0%
Biomolecular Chemistry	3.00	7.00	30.0%
Physiology	6.00	18.10	24.9%
Population Health Sciences	7.20	14.05	33.9%
Psychiatry	3.21	9.00	26.3%
Radiology	1.00	11.45	8.0%
Rehabilitation Medicine	0.00	2.00	0.0%
Surgery	2.00	30.76	6.1%
School of Pharmacy	4.50	26.00	14.8%
Animal Health & Biomedical Sciences	1.00	5.00	16.7%
Medical Sciences	3.00	12.00	20.0%
Pathobiological Sciences	3.00	13.00	18.8%
Comparative Biosciences	4.00	11.00	26.7%
Surgical Sciences	1.00	7.00	12.5%

Social Studies

194.61 391.31 33.2%

Agricultural & Applied Economics	0.00	22.00	0.0%
Life Sciences Communication	3.80	8.33	31.3%
Rural Sociology	3.00	9.00	25.0%
Natural Resources-Landscape Architecture	2.00	3.00	40.0%
Urban & Regional Planning	0.00	6.00	0.0%
School of Business	10.50	66.75	13.6%
Counseling Psychology	4.00	5.00	44.4%
Curriculum & Instruction	14.50	19.13	43.1%
Educational Administration	4.00	6.67	37.5%
Educational Policy Studies	4.00	6.00	40.0%
Educational Psychology	4.00	13.50	22.9%
Rehabilitation Psychology & Special Education	5.00	6.00	45.5%
School of Human Ecology	24.70	13.00	65.5%
Law School	11.50	26.25	30.5%
Anthropology	7.50	11.00	40.5%
Afro-American Studies	4.00	6.00	40.0%
Communication Arts	9.00	9.00	50.0%
Economics	2.20	27.00	7.5%
Geography	3.00	15.00	16.7%
LaFollette School of Public Affairs	2.00	5.25	27.6%
School of Journalism & Mass Communication	4.41	11.00	28.6%
School of Library & Information Studies	4.00	2.00	66.7%

Political Science	8.50	31.75	21.1%
Psychology	12.00	19.00	38.7%
Social Work	9.00	7.50	54.5%
Sociology	10.50	25.92	28.8%
Urban & Regional Planning	2.00	5.75	25.8%
School of Nursing	22.50	0.00	100.0%
Professional Development & Applied Studies	3.00	4.51	39.9%
Humanities	136.47	235.99	36.6%
Art	11.00	18.00	37.9%
Dance	3.00	3.00	50.0%
African Languages & Literature	3.00	4.00	42.9%
Art History	6.00	4.75	55.8%
Classics	5.00	3.50	58.8%
Comparative Literature	1.00	5.00	16.7%
East Asian Languages & Literature	4.00	8.00	33.3%
English	20.70	24.50	45.8%
French & Italian	9.00	14.00	39.1%
German	6.00	10.60	36.1%
Hebrew & Semitic Studies	2.00	3.00	40.0%
History	11.50	33.50	25.6%
History of Science	0.63	4.63	11.9%
Linguistics	4.00	4.33	48.0%
School of Music	13.00	34.35	27.5%
Philosophy	2.00	18.00	10.0%
Scandinavian Studies	2.00	3.50	36.4%
Slavic Languages	3.00	8.00	27.3%
Languages & Cultures of Asia	3.50	6.33	35.6%
Spanish & Portuguese	9.00	10.41	46.4%
Theatre & Drama	6.75	9.00	42.9%
Women's Studies Program	2.00	0.00	100.0%
College Library	1.00	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Area Studies	0.00	1.00	0.0%
Liberal Studies & the Arts	7.39	3.59	67.3%

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Faculty are assigned to division (Physical, Biological, Social Science) based on tenure home departments. An individual who is tenured in more than one department is shown based on the tenure split. E.g., a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences in this analysis. Faculty who have zero-dollar appointments and faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are included in the FTE count.

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Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2000*

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	15.00	11.25	16.00	300.79	53.50	60.50	4.7%	17.4%	20.9%
Biological Systems Engineering	0.00	0.00	0.00	11.00	2.25	1.00	0.0%	0.0%	0.0%
Soil Science	1.00	0.00	1.50	15.00	3.00	0.00	6.3%	0.0%	100.0%
Chemical Engineering	0.00	1.00	0.00	7.00	5.00	3.00	0.0%	16.7%	0.0%
Civil & Environmental Engineering	0.00	1.00	0.00	15.25	4.75	8.00	0.0%	17.4%	0.0%
Electrical & Computer Engineering	0.00	1.00	1.00	23.00	7.00	9.00	0.0%	12.5%	10.0%
Biomedical Engineering	0.00	0.00	1.00	3.00	0.00	2.00	0.0%	N/A	33.3%
Industrial Engineering	0.50	2.75	2.00	9.00	1.00	2.00	5.3%	73.3%	50.0%
Mechanical Engineering	1.00	0.25	2.00	23.00	1.75	4.00	4.2%	12.5%	33.3%
Materials Science & Engineering	0.00	1.00	0.00	13.00	2.00	0.00	0.0%	33.3%	N/A
Engineering Physics	0.00	0.25	1.00	12.00	5.50	1.00	0.0%	4.3%	50.0%
Engineering Professional Development	0.00	0.00	0.00	1.00	3.00	2.00	0.0%	0.0%	0.0%
Astronomy	1.00	0.00	1.00	9.00	1.00	2.00	10.0%	0.0%	33.3%
Chemistry	0.50	1.00	1.00	34.00	1.00	4.00	1.4%	50.0%	20.0%
Computer Sciences	3.00	1.00	2.00	22.17	0.00	5.00	11.9%	100.0%	28.6%
Geology & Geophysics	4.00	0.00	1.00	9.50	1.00	3.00	29.6%	0.0%	25.0%
Mathematics	1.00	1.00	1.00	41.67	5.75	5.00	2.3%	14.8%	16.7%
Atmospheric & Oceanic Sciences	0.00	0.00	0.00	7.00	5.00	2.00	0.0%	0.0%	0.0%
Physics	2.00	1.00	0.00	35.00	3.00	6.00	5.4%	25.0%	0.0%
Statistics	1.00	0.00	1.50	10.20	1.50	1.50	8.9%	0.0%	50.0%
Biological Sciences	53.81	34.00	51.45	393.54	118.50	78.50	12.0%	22.3%	39.6%
Agronomy	0.00	0.00	1.00	13.00	4.00	0.00	0.0%	0.0%	100.0%
Animal Science	0.00	0.00	0.00	17.20	1.00	1.00	0.0%	0.0%	0.0%
Bacteriology	0.00	1.00	2.00	10.00	2.00	0.00	0.0%	33.3%	100.0%
Biochemistry	4.50	0.50	1.00	18.50	2.50	2.00	19.6%	16.7%	33.3%
Dairy Science	1.00	0.00	1.00	5.40	2.00	3.00	15.6%	0.0%	25.0%
Entomology	0.00	1.00	1.00	11.00	0.00	0.00	0.0%	100.0%	100.0%
Food Microbiology & Toxicology	1.00	0.00	0.00	2.00	1.00	1.00	33.3%	0.0%	0.0%
Food Science	0.00	0.00	2.00	9.00	2.00	1.00	0.0%	0.0%	66.7%
Genetics	0.00	1.00	0.50	9.73	1.50	0.50	0.0%	40.0%	50.0%
Horticulture	1.00	0.00	2.00	8.00	3.00	1.00	11.1%	0.0%	66.7%
Nutritional Sciences	3.00	1.00	1.00	2.40	1.50	1.00	55.6%	40.0%	50.0%
Plant Pathology	2.00	1.00	1.00	8.68	1.00	2.00	18.7%	50.0%	33.3%
Forest Ecology & Management	0.00	0.00	0.50	10.13	2.00	3.50	0.0%	0.0%	12.5%
Natural Resources - Wildlife Ecology	0.00	1.00	0.00	4.00	1.00	0.00	0.0%	50.0%	N/A
Kinesiology	1.00	1.00	3.00	6.00	0.00	3.00	14.3%	100.0%	50.0%
Nelson Institute for Environmental Studies	0.00	0.00	0.50	4.07	0.00	0.50	0.0%	N/A	50.0%
Botany	3.00	1.00	1.00	9.82	1.00	0.00	23.4%	50.0%	100.0%

Communicative Disorders	3.00	0.00	3.00	6.00	1.00	1.00	33.3%	0.0%	75.0%
Zoology	2.00	0.00	3.00	12.00	4.00	1.00	14.3%	0.0%	75.0%
Anatomy	1.00	1.00	3.00	8.00	5.00	2.00	11.1%	16.7%	60.0%
Anesthesiology	0.00	0.00	0.00	0.00	2.00	1.00	N/A	0.0%	0.0%
Bioinformatics & Medical Informatics	0.00	1.00	0.25	1.75	1.50	4.75	0.0%	40.0%	5.0%
Family Medicine	0.00	1.33	0.00	5.10	2.00	1.00	0.0%	39.9%	0.0%
Genetics	0.00	0.00	0.50	2.76	1.50	1.00	0.0%	0.0%	33.3%
Obstetrics & Gynecology	0.00	2.00	0.00	4.00	2.00	0.00	0.0%	50.0%	N/A
Medical History & Bioethics	1.00	0.67	0.00	2.40	1.00	1.00	29.4%	40.1%	0.0%
Human Oncology	0.00	0.00	1.00	3.05	4.00	0.00	0.0%	0.0%	100.0%
Medicine	3.00	1.00	1.75	30.39	15.95	7.00	9.0%	5.9%	20.0%
Medical Microbiology	1.00	0.00	0.00	5.74	3.00	1.00	14.8%	0.0%	0.0%
Medical Physics	0.00	0.00	1.00	4.90	2.25	2.00	0.0%	0.0%	33.3%
Neurology	1.00	0.00	0.00	6.00	4.00	0.00	14.3%	0.0%	N/A
Neurological Surgery	0.00	0.00	1.00	1.00	0.00	3.00	0.0%	N/A	25.0%
Oncology	2.00	1.00	1.75	12.40	1.00	0.00	13.9%	50.0%	100.0%
Ophthalmology & Visual Sciences	1.00	1.60	1.00	6.00	3.00	2.00	14.3%	34.8%	33.3%
Pathology & Laboratory Medicine	3.00	2.00	1.00	8.61	1.00	2.50	25.8%	66.7%	28.6%
Pediatrics	2.00	1.00	5.00	12.20	2.00	1.00	14.1%	33.3%	83.3%
Pharmacology	1.00	0.00	1.00	7.50	1.00	2.00	11.8%	0.0%	33.3%
Biomolecular Chemistry	1.00	1.00	1.00	4.00	1.00	2.00	20.0%	50.0%	33.3%
Physiology	2.00	2.00	2.00	12.10	3.00	3.00	14.2%	40.0%	40.0%
Population Health Sciences	3.80	1.40	2.00	8.50	4.80	0.75	30.9%	22.6%	72.7%
Psychiatry	2.51	0.00	0.70	6.00	0.00	3.00	29.5%	N/A	18.9%
Radiology	1.00	0.00	0.00	7.45	3.00	1.00	11.8%	0.0%	0.0%
Rehabilitation Medicine	0.00	0.00	0.00	1.00	0.00	1.00	0.0%	N/A	0.0%
Surgery	0.00	2.00	0.00	20.76	6.00	4.00	0.0%	25.0%	0.0%
School of Pharmacy	1.00	2.50	1.00	14.00	5.00	7.00	6.7%	33.3%	12.5%
Animal Health & Biomedical Sciences	0.00	0.00	1.00	5.00	0.00	0.00	0.0%	N/A	100.0%
Medical Sciences	1.00	1.00	1.00	5.00	7.00	0.00	16.7%	12.5%	100.0%
Pathobiological Sciences	1.00	1.00	1.00	9.00	2.00	2.00	10.0%	33.3%	33.3%
Comparative Biosciences	3.00	1.00	0.00	9.00	1.00	1.00	25.0%	50.0%	0.0%
Surgical Sciences	0.00	1.00	0.00	3.00	3.00	1.00	0.0%	25.0%	0.0%

Social Studies	89.20	45.16	60.25	256.06	56.25	79.00	25.8%	44.5%	43.3%
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Agricultural & Applied Economics	0.00	0.00	0.00	17.50	4.00	0.50	0.0%	0.0%	0.0%
Life Sciences Communication	0.80	1.00	2.00	5.33	0.00	3.00	13.1%	100.0%	40.0%
Rural Sociology	1.00	1.00	1.00	7.00	2.00	0.00	12.5%	33.3%	100.0%
Natural Resources-Landscape Architecture	1.00	0.00	1.00	3.00	0.00	0.00	25.0%	N/A	100.0%
Urban & Regional Planning	0.00	0.00	0.00	3.00	1.00	2.00	0.0%	0.0%	0.0%
School of Business	2.00	2.75	5.75	33.75	17.00	16.00	5.6%	13.9%	26.4%
Counseling Psychology	2.00	1.00	1.00	2.00	1.00	2.00	50.0%	50.0%	33.3%
Curriculum & Instruction	7.50	1.00	6.00	14.13	2.00	3.00	34.7%	33.3%	66.7%
Educational Administration	0.00	2.00	2.00	6.67	0.00	0.00	0.0%	100.0%	100.0%
Educational Policy Studies	1.00	1.00	2.00	5.00	1.00	0.00	16.7%	50.0%	100.0%

Educational Psychology	4.00	0.00	0.00	10.00	1.50	2.00	28.6%	0.0%	0.0%
Rehabilitation Psychology & Special Education	3.00	1.00	1.00	5.00	0.00	1.00	37.5%	100.0%	50.0%
School of Human Ecology	12.70	5.00	7.00	8.00	1.00	4.00	61.4%	83.3%	63.6%
Law School	7.00	2.50	2.00	19.25	1.00	6.00	26.7%	71.4%	25.0%
Anthropology	4.50	2.00	1.00	6.00	1.00	4.00	42.9%	66.7%	20.0%
Afro-American Studies	2.00	2.00	0.00	4.25	1.75	0.00	32.0%	53.3%	N/A
Communication Arts	4.00	2.00	3.00	7.00	0.00	2.00	36.4%	100.0%	60.0%
Economics	1.20	0.00	1.00	18.00	3.00	6.00	6.3%	0.0%	14.3%
Geography	1.00	0.00	2.00	12.00	2.00	1.00	7.7%	0.0%	66.7%
LaFollette School of Public Affairs	0.50	1.00	0.50	3.75	0.00	1.50	11.8%	100.0%	25.0%
School of Journalism & Mass Communication	2.00	1.41	1.00	7.00	3.00	1.00	22.2%	32.0%	50.0%
School of Library & Information Studies	1.00	2.00	1.00	2.00	0.00	0.00	33.3%	100.0%	100.0%
Political Science	2.00	3.00	3.50	19.75	3.00	9.00	9.2%	50.0%	28.0%
Psychology	8.00	2.00	2.00	11.00	2.00	6.00	42.1%	50.0%	25.0%
Social Work	4.50	1.50	3.00	4.00	2.00	1.50	52.9%	42.9%	66.7%
Sociology	5.00	1.00	4.50	14.42	4.00	7.50	25.7%	20.0%	37.5%
Urban & Regional Planning	0.00	0.00	2.00	3.75	2.00	0.00	0.0%	0.0%	100.0%
School of Nursing	11.50	6.00	5.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
Professional Development & Applied Studies	0.00	3.00	0.00	3.51	1.00	0.00	0.0%	75.0%	N/A

Humanities	72.50	32.22	31.75	160.11	33.88	42.00	31.2%	48.7%	43.1%
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Art	5.00	1.00	5.00	13.00	2.00	3.00	27.8%	33.3%	62.5%
Dance	2.00	1.00	0.00	1.00	0.00	2.00	66.7%	100.0%	0.0%
African Languages & Literature	3.00	0.00	0.00	3.00	0.00	1.00	50.0%	N/A	0.0%
Art History	4.00	0.00	2.00	1.75	3.00	0.00	69.6%	0.0%	100.0%
Classics	1.00	2.00	2.00	2.00	0.00	1.50	33.3%	100.0%	57.1%
Comparative Literature	1.00	0.00	0.00	2.00	1.00	2.00	33.3%	0.0%	0.0%
East Asian Languages & Literature	1.00	0.00	3.00	6.00	1.00	1.00	14.3%	0.0%	75.0%
English	15.70	2.00	3.00	18.50	3.00	3.00	45.9%	40.0%	50.0%
French & Italian	7.00	1.00	1.00	11.00	2.00	1.00	38.9%	33.3%	50.0%
German	2.00	3.00	1.00	7.60	2.00	1.00	20.8%	60.0%	50.0%
Hebrew & Semitic Studies	0.00	2.00	0.00	2.00	0.00	1.00	0.0%	100.0%	0.0%
History	6.50	3.00	2.00	25.00	4.00	4.50	20.6%	42.9%	30.8%
History of Science	0.00	0.63	0.00	3.00	1.63	0.00	0.0%	27.8%	N/A
Linguistics	1.00	2.00	1.00	1.33	1.00	2.00	42.9%	66.7%	33.3%
School of Music	5.00	7.00	1.00	21.10	6.25	7.00	19.2%	52.8%	12.5%
Philosophy	2.00	0.00	0.00	16.00	1.00	1.00	11.1%	0.0%	0.0%
Scandinavian Studies	1.00	0.00	1.00	3.50	0.00	0.00	22.2%	N/A	100.0%
Slavic Languages	2.00	0.00	1.00	4.00	2.00	2.00	33.3%	0.0%	33.3%
Languages & Cultures of Asia	3.50	0.00	0.00	5.33	0.00	1.00	39.6%	N/A	0.0%
Spanish & Portuguese	2.00	3.00	4.00	6.41	2.00	2.00	23.8%	60.0%	66.7%
Theatre & Drama	3.00	2.00	1.75	3.00	2.00	4.00	50.0%	50.0%	30.4%
Women's Studies Program	0.00	0.00	2.00	0.00	0.00	0.00	N/A	N/A	100.0%
College Library	0.00	0.00	1.00	0.00	0.00	0.00	N/A	N/A	100.0%
Social Sciences	0.00	0.00	0.00	0.00	0.00	1.00	N/A	N/A	0.0%

Area Studies	0.00	0.00	0.00	0.00	0.00	1.00	N/A	N/A	0.0%
Liberal Studies & the Arts	4.80	2.59	0.00	3.59	0.00	0.00	57.2%	100.0%	N/A

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Faculty are assigned to Physical Sciences based on tenure home departments. An individual who is tenured in more than one department is shown based on the tenure split. E.g., a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences in this analysis. Faculty who have zero-dollar appointments, faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are included in the total FTE count but excluded from the salary median and salary FTE calculations. Years are calculated based on current faculty appointment. (Some individuals who have held appointments at UW Madison prior to the current appointment. The years in the prior appointment are not included in this calculation.)

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 3a. Tenure Promotion Outcomes by Gender, 2000

1997 - 2002

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	2	2	100.0%	37	34	91.9%
Biological Sciences	25	22	88.0%	64	59	92.2%
Social Studies	27	24	88.9%	34	31	91.2%
Humanities	22	21	95.5%	25	23	92.0%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2000

Physical Sciences

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	17	12	70.6	15	88.2	87	55	63.2	66	75.9
1991-95	7	3	42.9	3	42.9	35	22	62.9	28	80.0

Biological Sciences

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	29	8	27.6	16	55.2	101	57	56.4	70	69.3
1991-95	26	11	42.3	18	69.2	82	48	58.5	61	74.4

Social Studies

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	72	21	29.2	34	47.2	82	25	30.5	38	46.3
1991-95	48	18	37.5	26	54.2	49	24	49.0	28	57.1

Humanities

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	44	21	47.7	28	63.6	50	25	50.0	32	64.0
1991-95	27	16	59.3	21	77.8	25	15	60.0	19	76.0

SOURCE: UW Madison Tenure file and IADS appointment information system, Feb 2003

NOTE:

Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Two faculty hired in 1992-93, one in 1990-91 and one hired in 1993-94 still hold probationary appointments after more than nine years. Faculty hired between May 1994 and May 1995 may not have reached 9 years on tenure track but are included in the final columns. Four faculty hired between May 1994 - May 1995 are still in probationary status with between 8 and 9 years on tenure track.

NOTE:

Early cohort was hired between May 1987 and May 1991; later cohort was hired between May 1991 and May 1995.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 4. Median Years in Rank by Gender, 2000

Division	Women			Men			Women's Median Time in Rank as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Total	5	3	1	11	3	1	45.5%	100.0%	100.0%
Physical Sciences	4	3	1	12	3	1	33.3%	100.0%	100.0%
Biological Sciences	5	3	2	10	3	2	50.0%	100.0%	100.0%
Social Studies	6	3	2	11	3	1	54.5%	100.0%	200.0%
Humanities	4	4	1	11	3	2	36.4%	133.3%	50.0%

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Years in rank computed only for those currently holding that rank. Assistant professors include two assistant professors with tenure.

Faculty are assigned to a discipline based on tenure home departments. An individual who is tenured in more than one department is shown based on the tenure split. E.g., a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences and .5 in Biological Sciences in this analysis. Faculty who have zero-dollar appointments, faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are included in the total FTE count.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

April 10, 2003

Table 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2000

Division/Department	Women				Men				Women's Median as % of Men's			
	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant
Physical Sciences	9.0	15.0	10.0	1.0	15.0	20.0	8.0	1.0	60.0%	75.0%	125.0%	100.0%
Biological Sciences	8.0	15.0	9.0	2.0	14.0	19.0	9.0	2.0	57.1%	78.9%	100.0%	100.0%
Social Studies	9.0	15.0	8.0	2.0	12.0	17.0	7.0	1.0	75.0%	88.2%	114.3%	200.0%
Humanities	11.0	16.0	9.0	1.0	15.0	21.0	9.0	1.5	73.3%	76.2%	100.0%	66.7%

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Years are calculated based on current faculty appointment. (Some individuals have held appointments at UW Madison prior to the current appointment. The years in the prior appointment are not included in this calculation.)

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 5b. Attrition by Gender, 1999-2000

	FTEs			%		
	Retired	Resigned	Total FTE	Retired	Resigned	Left UW
Total	66	49	2145.22	3.1%	2.3%	5.4%
Women	10	21	512.59	2.0%	4.1%	6.0%
Men	56	28	1632.63	3.4%	1.7%	5.1%
Physical Sciences						
Women	0	2	42.25	0.0%	4.7%	4.7%
Men	16	6	414.79	3.9%	1.4%	5.3%
Biological Sciences						
Women	0	1	139.26	0.0%	0.7%	0.7%
Men	16	13	590.54	2.7%	2.2%	4.9%
Social Studies						
Women	7	12	194.61	3.6%	6.2%	9.8%
Men	14	5	391.31	3.6%	1.3%	4.9%
Humanities						
Women	3	6	136.47	2.2%	4.4%	6.6%
Men	10	4	235.99	4.2%	1.7%	5.9%

SOURCE: IADS appointment system, March 2003

NOTE:

Year is measured from July 1 through June 30.

Retired=all faculty who were age 55 or older at the time of termination.

Resigned=all faculty who were less than 55 years old at the time of termination.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2000

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.78	24.9	0.68	52.3	32.3%
Research	0.76	22.2	0.87	231.6	8.7%
Clinical	N/A	N/A	N/A	N/A	N/A
Biological Sciences					
Teaching	0.61	47.4	0.68	36.8	56.3%
Research	0.84	189.1	0.89	276.5	40.6%
Clinical	0.78	237.6	0.87	461.1	34.0%
Social Studies					
Teaching	0.49	78.7	0.49	60.4	56.6%
Research	0.77	70.2	0.84	47.1	59.9%
Clinical	0.72	38.1	0.89	12.5	75.3%
Humanities					
Teaching	0.53	45.0	0.52	35.6	55.9%
Research	0.88	2.7	0.91	8.2	24.4%
Clinical	N/A	N/A	N/A	N/A	N/A
Administrative Units					
Teaching	0.77	3.1	0.41	2.1	60.0%
Research	0.75	2.3	0.69	2.8	45.0%
Clinical	0.29	1.5	0.53	1.1	58.1%

SOURCE: October Payroll

NOTE:

Includes only paid appointments. Discipline is assigned based on payroll department. Administrative units are primarily Dean's offices. Teaching titles include Lecturer and Faculty Associate; Research titles include Researcher, Scientist, Visiting Scientist, Instrument Innovator, Research Animal Veterinarian; Clinical titles include Clinical Professor and Professor (CHS).

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis
April 12, 2003

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2000

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	18	331	5.2%	1	18	5.3%	5.6%	5.4%
Biological Sciences	52	386	11.9%	2	45	4.3%	3.8%	11.7%
Social Studies	57	217	20.8%	5	20	20.0%	8.8%	9.2%
Humanities	78	165	32.1%	8	15	34.8%	10.3%	9.1%
Total	199	1039	16.1%	16	98	14.0%	8.0%	9.4%

SOURCE: IADS appointment system frozen slice, October 2000.

NOTE: Total faculty is a non-duplicating headcount of full professors. Excludes faculty who are in schools without departments (Business, Pharmacy, Nursing, Law, Human Ecology). Faculty by discipline will not sum to total, since faculty with tenure in more than one department are counted in each department in which they hold tenure (excludes 0% tenure appointments). Faculty members are assigned to a discipline based on their tenure department (not divisional committee affiliation). Thus, all faculty in the department of Biochemistry are shown in the Biological Sciences area. The vast majority of department chairs also hold the rank of full professor. However, in any year, a small percentage of department chairs (e.g., 7 chairs, or 6% of total in 2002) hold the rank of associate professor.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis
April 10, 2003

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2000

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	17	334	4.8%	0	7	0.0%	0.0%	2.1%
Biological Sciences	55	366	13.1%	6	10	37.5%	10.9%	2.7%
Social Studies	81	265	23.4%	4	18	18.2%	4.9%	6.8%
Humanities	80	162	33.1%	3	3	50.0%	3.8%	1.9%
Total	233	1127	17.1%	13	38	25.5%	5.6%	3.4%

SOURCE: IADS Frozen Appointment Data view, October 2000.

NOTE: Includes both paid and zero-dollar deans, associate deans, and assistant deans. Faculty are assigned to a discipline based on the divisional committee responsible for approving their tenure. Each faculty member may choose only one affiliation. However, faculty in the same department may choose different affiliations. For example, about half of the faculty in Biochemistry are affiliated with the Biological Sciences Divisional Committee, and half are affiliated with the Physical Sciences Division. Only faculty report a divisional committee affiliation.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis
April 10, 2003

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2000

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	17	334	4.8%	0	1	0.0%	0.0%	0.3%
Biological Sciences	55	366	13.1%	0	0	N/A	0.0%	0.0%
Social Studies	81	265	23.4%	1	1	50.0%	1.2%	0.4%
Humanities	80	162	33.1%	0	1	0.0%	0.0%	0.6%
Total	233	1127	17.1%	1	3	25.0%	0.4%	0.3%

SOURCE: IADS Frozen Appointment Data view, October 2000.

NOTE: Faculty are assigned to a discipline based on the divisional committee responsible for approving their tenure. Each faculty member may choose only one affiliation. However, faculty in the same department may choose different affiliations. For example, about half of the faculty in Biochemistry are affiliated with the Biological Sciences Divisional Committee, and half are affiliated with the Physical Sciences Division. Only faculty report a divisional committee affiliation.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

April 10, 2003

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2000

Division	Total Faculty (Full Profs.)			Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	17	334	4.8%	0	20	0.0%	0.0%	6.0%
Biological Sciences	55	366	13.1%	3	15	16.7%	5.5%	4.1%
Social Studies	81	265	23.4%	3	17	15.0%	3.7%	6.4%
Humanities	80	162	33.1%	0	8	0.0%	0.0%	4.9%
Total	233	1127	17.1%	6	60	9.1%	2.6%	5.3%

SOURCE: IADS appointment system frozen slice, October 2000.

NOTE: Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and assistant academic program directors.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

April 10, 2003

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs
Chairs, 2000**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	3	12	20.0%
Hilldale Professors	0	13	0.0%
John Bascom Professors	2	9	18.2%
Evju-Bascom Professors	5	4	55.6%
Named-Bascom Professors	8	46	14.8%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	10	0.0%
Other named professorships (incl. WARF)	22	164	11.8%
Holds two named professorships	6	40	13.0%
Number holding named professorships	35	225	13.5%
Full Professors at UW-Madison	233	1127	17.1%
Major Awards			
Vilas Associate Award	19	33	36.5%
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	2	4	33.3%
WARF Kellett Mid-Career Award	2	8	20.0%
Tenured Professors at UW-Madison	358	1393	20.4%

SOURCE: University of Wisconsin-Madison Almanac 2001, University Communications, February 2001. Totals from IADS appointment system frozen slice October 2000.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2000; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2000.

Prepared by: Jennifer Sheridan, WISELI
December, 2002

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2000

	Women	Men	% Female
Faculty Senate			
Physical Sciences	5	43	10.4%
Biological Sciences	13	54	19.4%
Social Studies	14	46	23.3%
Arts & Humanities	16	27	37.2%
Senators (total)	48	170	22.0%
Physical Sciences	2	34	5.6%
Biological Sciences	14	48	22.6%
Social Studies	15	26	36.6%
Arts & Humanities	14	15	48.3%
Alternates (Total)	45	123	26.8%
Divisional Executive Committee			
Physical Sciences	1	11	8.3%
Biology Core Curriculum	3	6	33.3%
Biology Planning	2	7	22.2%
Biology Tenure	3	9	25.0%
Social Studies	4	7	36.4%
Arts & Humanities	10	2	83.3%
University Academic Planning Council	6	9	40.0%
Graduate School Academic Planning Council	1	5	16.7%
Graduate School Executive Committees			
Physical Sciences	0	5	0.0%
Biological Sciences	2	4	33.3%
Social Studies	1	4	20.0%
Arts & Humanities	3	2	60.0%
Graduate School Research Committees			
Physical Sciences	2	9	18.2%
Biological Sciences	3	8	27.3%
Social Studies	7	3	70.0%
Arts & Humanities	6	4	60.0%
All Faculty	518	1653	23.9%
Physical Sciences	43	459	8.6%
Biological Sciences	138	552	20.0%
Social Studies	185	403	31.5%
Arts & Humanities	152	239	38.9%

SOURCE: 2000-2001 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2000. Totals from IADS appointment system frozen slice October 2000.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2000. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

Prepared by: Jennifer Sheridan, WISELI
December, 2002

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2000

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	78,000	86,861	89.8%
Biological Systems Engineering	N/A	72,647	N/A
Soil Science	55,667	71,804	77.5%
Chemical Engineering	88,209	88,916	99.2%
Civil & Environmental Engineering	79,500	80,932	98.2%
Electrical & Computer Engineering	84,329	92,003	91.7%
Biomedical Engineering	66,000	104,000	63.5%
Industrial Engineering	79,000	116,000	68.1%
Mechanical Engineering	73,500	90,000	81.7%
Materials Science & Engineering	81,500	97,419	83.7%
Engineering Physics	69,000	109,285	63.1%
Engineering Professional Development	N/A	80,160	N/A
Astronomy	68,096	85,768	79.4%
Chemistry	63,036	88,938	70.9%
Computer Sciences	84,324	105,114	80.2%
Geology & Geophysics	70,797	72,850	97.2%
Mathematics	76,000	81,020	93.8%
Atmospheric & Oceanic Sciences	N/A	80,523	N/A
Physics	75,619	84,057	90.0%
Statistics	55,000	78,069	70.5%
Biological Sciences	67,814	77,863	87.1%
Agronomy	55,895	69,710	80.2%
Animal Science	N/A	76,098	N/A
Bacteriology	58,696	77,929	75.3%
Biochemistry	81,117	90,739	89.4%
Dairy Science	67,909	73,505	92.4%
Entomology	58,335	79,018	73.8%
Food Microbiology & Toxicology	68,077	70,834	96.1%
Food Science	54,201	75,248	72.0%
Genetics	65,083	90,205	72.2%
Horticulture	56,747	73,036	77.7%
Nutritional Sciences	72,985	69,547	104.9%
Plant Pathology	65,284	81,124	80.5%
Forest Ecology & Management	56,922	71,984	79.1%
Natural Resources - Wildlife Ecology	62,489	81,632	76.5%
Kinesiology	50,358	72,021	69.9%
Nelson Institute for Environmental Studies	56,922	80,441	70.8%
Botany	64,458	80,653	79.9%
Communicative Disorders	62,599	90,713	69.0%
Zoology	58,529	71,004	82.4%
Anatomy	62,206	85,647	72.6%
Anesthesiology	N/A	64,473	N/A
Biostatistics & Medical Informatics	68,771	73,452	93.6%

Family Medicine	101,833	78,146	130.3%
Genetics	65,455	77,318	84.7%
Obstetrics & Gynecology	71,943	79,016	91.0%
Medical History & Bioethics	116,605	115,303	101.1%
Human Oncology	59,696	77,774	76.8%
Medicine	92,338	82,632	111.7%
Medical Microbiology	79,774	76,058	104.9%
Medical Physics	61,492	71,927	85.5%
Neurology	91,833	84,116	109.2%
Neurological Surgery	55,636	47,855	116.3%
Oncology	71,645	99,507	72.0%
Ophthalmology & Visual Sciences	70,576	80,084	88.1%
Pathology & Laboratory Medicine	76,540	75,042	102.0%
Pediatrics	68,383	84,489	80.9%
Pharmacology	75,682	85,809	88.2%
Biomolecular Chemistry	67,814	83,181	81.5%
Physiology	72,848	92,171	79.0%
Population Health Sciences	88,200	98,026	90.0%
Psychiatry	88,468	75,316	117.5%
Radiology	72,209	79,163	91.2%
Rehabilitation Medicine	N/A	83,473	N/A
Surgery	69,735	61,009	114.3%
School of Pharmacy	63,314	66,771	94.8%
Animal Health & Biomedical Sciences	57,273	82,541	69.4%
Medical Sciences	65,353	77,263	84.6%
Pathobiological Sciences	60,825	83,405	72.9%
Comparative Biosciences	73,661	78,145	94.3%
Surgical Sciences	68,592	63,349	108.3%

Social Studies	68,205	86,076	79.2%
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Agricultural & Applied Economics	N/A	83,869	N/A
Life Sciences Communication	57,732	77,321	74.7%
Rural Sociology	71,638	81,028	88.4%
Natural Resources-Landscape Architecture	69,146	77,850	88.8%
Urban & Regional Planning	N/A	67,375	N/A
School of Business	106,502	117,088	91.0%
Counseling Psychology	76,305	68,209	111.9%
Curriculum & Instruction	70,067	86,663	80.8%
Educational Administration	58,281	89,432	65.2%
Educational Policy Studies	59,320	85,822	69.1%
Educational Psychology	76,262	81,266	93.8%
Rehabilitation Psychology & Special Education	68,038	71,230	95.5%
School of Human Ecology	63,610	64,284	99.0%
Law School	111,299	117,650	94.6%
Anthropology	59,026	63,686	92.7%
Afro-American Studies	70,609	93,017	75.9%
Communication Arts	58,420	65,864	88.7%
Economics	68,000	114,540	59.4%
Geography	50,000	79,279	63.1%
LaFollette School of Public Affairs	74,057	100,000	74.1%
School of Journalism & Mass Communication	58,000	70,739	82.0%

School of Library & Information Studies	62,878	71,645	87.8%
Political Science	64,563	83,000	77.8%
Psychology	83,009	80,140	103.6%
Social Work	66,411	75,700	87.7%
Sociology	67,261	83,100	80.9%
Urban & Regional Planning	52,092	65,722	79.3%
School of Nursing	78,057	N/A	N/A
Professional Development & Applied Studies	55,903	61,165	91.4%
Humanities	62,940	68,000	92.6%
Art	53,601	64,428	83.2%
Dance	58,900	47,489	124.0%
African Languages & Literature	72,905	69,215	105.3%
Art History	71,877	57,477	125.1%
Classics	54,834	76,472	71.7%
Comparative Literature	68,699	50,754	135.4%
East Asian Languages & Literature	48,052	63,072	76.2%
English	72,864	69,762	104.4%
French & Italian	71,585	74,261	96.4%
German	54,675	63,449	86.2%
Hebrew & Semitic Studies	55,713	88,415	63.0%
History	70,488	77,869	90.5%
History of Science	69,654	62,454	111.5%
Linguistics	60,306	50,379	119.7%
School of Music	61,187	65,127	94.0%
Philosophy	70,003	75,134	93.2%
Scandinavian Studies	54,527	62,745	86.9%
Slavic Languages	70,000	64,472	108.6%
Languages & Cultures of Asia	69,754	71,315	97.8%
Spanish & Portuguese	54,350	61,208	88.8%
Theatre & Drama	58,265	54,822	106.3%
Women's Studies Program	46,272	N/A	N/A
College Library	N/A	N/A	N/A
Social Sciences	N/A	61,515	N/A
Area Studies	N/A	53,648	N/A
Liberal Studies & the Arts	62,489	62,432	100.1%

SOURCE: IADS appointment system, March 2003

NOTE:

Salaries reported are for personnel paid within the department only; department members being paid as administrators, or who hold zero-dollar appointments, are not counted.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2000*

Division/Department	Women's Median Salary			Men's Median Salary			Women's Median Salary as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	94,350	79,500	65,000	96,616	74,300	65,000	97.7%	107.0%	100.0%
Biological Systems Engineering	N/A	N/A	N/A	76,172	70,456	50,727	N/A	N/A	N/A
Soil Science	74,113	N/A	55,667	72,286	62,933	N/A	102.5%	N/A	N/A
Chemical Engineering	N/A	88,209	N/A	133,157	82,298	68,033	N/A	107.2%	N/A
Civil & Environmental Engineering	N/A	79,500	N/A	100,529	65,500	70,745	N/A	121.4%	N/A
Electrical & Computer Engineering	N/A	90,158	78,500	101,569	74,614	75,500	N/A	120.8%	104.0%
Biomedical Engineering	N/A	N/A	66,000	109,000	N/A	77,660	N/A	N/A	85.0%
Industrial Engineering	125,327	86,648	75,189	126,000	74,580	68,381	99.5%	116.2%	110.0%
Mechanical Engineering	116,525	76,000	68,750	97,031	87,348	67,500	120.1%	87.0%	101.9%
Materials Science & Engineering	N/A	81,500	N/A	104,801	72,652	N/A	N/A	112.2%	N/A
Engineering Physics	N/A	86,648	69,000	143,000	84,031	69,000	N/A	103.1%	100.0%
Engineering Professional Development	N/A	N/A	N/A	123,545	77,500	73,319	N/A	N/A	N/A
Astronomy	78,192	N/A	58,000	87,640	64,079	60,670	89.2%	N/A	95.6%
Chemistry	89,614	63,036	56,000	95,885	65,643	56,000	93.5%	96.0%	100.0%
Computer Sciences	94,075	76,375	78,150	108,000	N/A	75,500	87.1%	N/A	103.5%
Geology & Geophysics	82,711	N/A	52,000	76,881	61,363	56,531	107.6%	N/A	92.0%
Mathematics	100,000	76,000	62,550	87,050	73,600	58,500	114.9%	103.3%	106.9%
Atmospheric & Oceanic Sciences	N/A	N/A	N/A	104,513	80,320	59,031	N/A	N/A	N/A
Physics	111,379	74,976	N/A	87,125	77,115	60,988	127.8%	97.2%	N/A
Statistics	118,851	N/A	55,000	84,327	68,833	58,004	140.9%	N/A	94.8%
Biological Sciences	88,200	68,592	56,810	85,484	66,065	56,455	103.2%	103.8%	100.6%
Agronomy	N/A	N/A	55,895	70,800	60,338	N/A	N/A	N/A	N/A
Animal Science	N/A	N/A	N/A	82,007	69,032	59,088	N/A	N/A	N/A
Bacteriology	N/A	72,911	58,300	80,590	62,643	N/A	N/A	116.4%	N/A
Biochemistry	85,506	63,314	53,406	98,263	64,739	56,885	87.0%	97.8%	93.9%
Dairy Science	N/A	N/A	67,909	74,879	72,596	55,145	N/A	N/A	123.1%
Entomology	N/A	65,943	50,727	79,018	N/A	N/A	N/A	N/A	N/A
Food Microbiology & Toxicology	68,077	N/A	N/A	86,977	64,555	55,636	78.3%	N/A	N/A
Food Science	N/A	N/A	54,201	76,525	59,312	58,529	N/A	N/A	92.6%
Genetics	N/A	65,083	65,455	93,368	64,244	64,453	N/A	101.3%	101.6%
Horticulture	62,989	N/A	54,929	82,023	61,710	58,106	76.8%	N/A	94.5%
Nutritional Sciences	83,028	67,500	54,000	85,951	69,547	55,691	96.6%	97.1%	97.0%
Plant Pathology	73,851	63,074	57,436	81,818	63,794	63,734	90.3%	98.9%	90.1%
Forest Ecology & Management	N/A	N/A	56,922	79,921	65,478	52,364	N/A	N/A	108.7%
Natural Resources - Wildlife Ecology	N/A	62,489	N/A	82,839	63,001	N/A	N/A	99.2%	N/A
Kinesiology	77,510	58,869	48,945	74,970	N/A	50,357	103.4%	N/A	97.2%
Nelson Institute for Environmental Studies	N/A	N/A	56,922	80,441	N/A	51,460	N/A	N/A	110.6%

Botany	85,334	56,341	52,584	80,653	63,037	N/A	105.8%	89.4%	N/A
Communicative Disorders	76,763	N/A	50,559	91,485	56,263	53,550	83.9%	N/A	94.4%
Zoology	69,149	N/A	53,248	73,493	62,948	52,737	94.1%	N/A	101.0%
Anatomy	101,566	73,924	59,341	101,370	70,567	76,034	100.2%	104.8%	78.0%
Anesthesiology	N/A	N/A	N/A	N/A	74,209	40,255	N/A	N/A	N/A
Biostatistics & Medical Informatics	N/A	68,771	97,962	93,291	68,833	70,445	N/A	99.9%	139.1%
Family Medicine	N/A	101,833	N/A	84,787	60,955	71,779	N/A	167.1%	N/A
Genetics	N/A	N/A	65,455	83,053	77,318	62,160	N/A	N/A	105.3%
Obstetrics & Gynecology	N/A	71,943	N/A	90,471	71,149	N/A	N/A	101.1%	N/A
Medical History & Bioethics	116,605	N/A	N/A	115,303	N/A	52,600	101.1%	N/A	N/A
Human Oncology	N/A	N/A	59,696	83,337	53,110	N/A	N/A	N/A	N/A
Medicine	98,591	72,297	66,276	91,366	68,620	62,576	107.9%	105.4%	105.9%
Medical Microbiology	79,774	N/A	N/A	100,227	67,091	55,636	79.6%	N/A	N/A
Medical Physics	N/A	N/A	61,492	85,055	64,276	62,206	N/A	N/A	98.9%
Neurology	91,833	N/A	N/A	87,717	75,789	N/A	104.7%	N/A	N/A
Neurological Surgery	N/A	N/A	55,636	101,450	N/A	40,891	N/A	N/A	136.1%
Oncology	88,259	71,645	59,699	99,567	63,501	N/A	88.6%	112.8%	N/A
Ophthalmology & Visual Sciences	107,336	70,576	60,876	107,270	73,963	63,473	100.1%	95.4%	95.9%
Pathology & Laboratory Medicine	82,535	84,237	63,003	90,684	68,121	59,866	91.0%	123.7%	105.2%
Pediatrics	96,353	76,516	51,569	98,359	66,419	53,182	98.0%	115.2%	97.0%
Pharmacology	95,727	N/A	55,636	87,669	72,818	63,000	109.2%	N/A	88.3%
Biomolecular Chemistry	132,943	67,814	60,743	95,816	69,377	57,821	138.7%	97.7%	105.1%
Physiology	96,020	72,848	55,200	95,439	72,726	59,697	100.6%	100.2%	92.5%
Population Health Sciences	93,661	61,077	71,018	100,964	62,223	55,227	92.8%	98.2%	128.6%
Psychiatry	88,468	N/A	59,287	79,776	N/A	53,199	110.9%	N/A	111.4%
Radiology	72,209	N/A	N/A	79,163	56,440	86,763	91.2%	N/A	N/A
Rehabilitation Medicine	N/A	N/A	N/A	108,887	N/A	58,059	N/A	N/A	N/A
Surgery	N/A	69,735	N/A	77,465	53,019	54,818	N/A	131.5%	N/A
School of Pharmacy	87,171	63,314	53,500	94,328	66,427	59,133	92.4%	95.3%	90.5%
Animal Health & Biomedical Sciences	N/A	N/A	57,273	82,541	N/A	N/A	N/A	N/A	N/A
Medical Sciences	94,256	65,353	61,249	94,384	68,599	N/A	99.9%	95.3%	N/A
Pathobiological Sciences	N/A	62,791	58,858	85,150	61,689	56,593	N/A	101.8%	104.0%
Comparative Biosciences	81,818	63,718	N/A	81,648	56,449	53,182	100.2%	112.9%	N/A
Surgical Sciences	N/A	68,592	N/A	105,521	62,912	58,140	N/A	109.0%	N/A
Social Studies	83,978	62,464	52,535	95,000	70,243	54,251	88.4%	88.9%	96.8%
Agricultural & Applied Economics	N/A	N/A	N/A	95,346	69,021	66,022	N/A	N/A	N/A
Life Sciences Communication	77,185	67,221	55,513	77,603	N/A	53,346	99.5%	N/A	104.1%
Rural Sociology	82,788	71,638	56,300	81,886	64,702	N/A	101.1%	110.7%	N/A
Natural Resources-Landscape Architecture	81,268	N/A	57,024	77,850	N/A	N/A	104.4%	N/A	N/A
Urban & Regional Planning	N/A	N/A	N/A	77,182	67,949	53,730	N/A	N/A	N/A
School of Business	137,289	127,930	105,372	139,239	111,025	92,282	98.6%	115.2%	114.2%
Counseling Psychology	91,568	61,559	50,247	92,884	68,209	51,528	98.6%	90.3%	97.5%
Curriculum & Instruction	77,461	55,930	52,159	88,611	69,946	52,535	87.4%	80.0%	99.3%
Educational Administration	N/A	61,546	56,163	89,432	N/A	N/A	N/A	N/A	N/A

Social Sciences	N/A	N/A	N/A	N/A	N/A	61,515	N/A	N/A	N/A
Area Studies	N/A	N/A	N/A	N/A	N/A	53,648	N/A	N/A	N/A
Liberal Studies & the Arts	62,489	54,263	N/A	62,432	N/A	N/A	100.1%	N/A	N/A

SOURCE: IADS appointment system, March 2003

NOTE:

Salaries reported are for personnel paid within the department only; department members being paid as administrators, or who hold zero-dollar appointments, are not counted.

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