

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2002*

Division/Department	Women	Men	% Women
Physical Sciences	45.25	417.62	9.8%
Biological Systems Engineering	1.00	14.25	6.6%
Soil Science	4.50	18.00	20.0%
Chemical Engineering	1.00	17.00	5.6%
Civil & Environmental Engineering	1.00	27.00	3.6%
Electrical & Computer Engineering	2.00	40.25	4.7%
Biomedical Engineering	2.25	4.50	33.3%
Industrial Engineering	4.25	12.00	26.2%
Mechanical Engineering	2.00	27.75	6.7%
Materials Science & Engineering	1.00	13.00	7.1%
Engineering Physics	1.50	19.50	7.1%
Engineering Professional Development	0.00	7.00	0.0%
Astronomy	2.00	12.00	14.3%
Chemistry	3.50	39.00	8.2%
Computer Sciences	4.00	30.17	11.7%
Geology & Geophysics	5.00	15.50	24.4%
Mathematics	2.75	50.50	5.2%
Atmospheric & Oceanic Sciences	0.00	13.00	0.0%
Physics	5.00	44.00	10.2%
Statistics	2.50	13.20	15.9%
Biological Sciences	153.51	591.79	20.6%
Agronomy	1.00	17.00	5.6%
Animal Science	0.00	19.60	0.0%
Bacteriology	4.00	13.00	23.5%
Biochemistry	8.00	26.00	23.5%
Dairy Science	2.00	12.40	13.9%
Entomology	2.00	11.00	15.4%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	13.00	13.3%
Genetics	0.50	11.00	4.3%
Horticulture	3.00	12.25	19.7%
Nutritional Sciences	6.00	3.50	63.2%
Plant Pathology	6.00	10.00	37.5%
Forest Ecology & Management	0.50	15.63	3.1%
Natural Resources - Wildlife Ecology	1.00	5.00	16.7%
Kinesiology	6.00	7.00	46.2%
Nelson Institute for Environmental Studies	0.50	4.57	9.9%
Botany	5.00	12.50	28.6%
Communicative Disorders	6.00	7.00	46.2%
Zoology	7.00	17.00	29.2%
Anatomy	5.00	15.50	24.4%
Anesthesiology	0.00	4.00	0.0%
Biostatistics & Medical Informatics	2.25	7.50	23.1%
Family Medicine	1.00	7.10	12.3%

Genetics	1.50	4.99	23.1%
Obstetrics & Gynecology	1.00	7.00	12.5%
Medical History & Bioethics	1.50	4.90	23.4%
Human Oncology	1.00	7.05	12.4%
Medicine	8.75	54.24	13.9%
Dermatology	0.00	3.00	0.0%
Medical Microbiology	3.00	7.50	28.6%
Medical Physics	1.00	10.15	9.0%
Neurology	1.00	9.50	9.5%
Neurological Surgery	1.00	4.00	20.0%
Oncology	3.75	12.90	22.5%
Ophthalmology & Visual Sciences	3.60	11.00	24.7%
Orthopedics & Rehabilitation	1.00	8.50	10.5%
Pathology & Laboratory Medicine	5.00	11.51	30.3%
Pediatrics	9.00	14.20	38.8%
Pharmacology	2.00	9.00	18.2%
Biomolecular Chemistry	2.00	7.00	22.2%
Physiology	6.00	17.00	26.1%
Population Health Sciences	9.20	12.35	42.7%
Psychiatry	5.21	9.00	36.7%
Radiology	1.00	12.45	7.4%
Surgery	0.75	27.00	2.7%
School of Pharmacy	4.50	25.00	15.3%
Animal Health & Biomedical Sciences	1.00	6.00	14.3%
Medical Sciences	3.00	12.00	20.0%
Pathobiological Sciences	2.00	13.00	13.3%
Comparative Biosciences	4.00	9.00	30.8%
Surgical Sciences	1.00	7.00	12.5%

Social Studies

205.70 392.48 34.4%

Agricultural & Applied Economics	1.00	22.50	4.3%
Life Sciences Communication	4.80	6.33	43.1%
Rural Sociology	3.00	9.00	25.0%
Natural Resources-Landscape Architecture	3.00	2.00	60.0%
Urban & Regional Planning	0.00	4.00	0.0%
School of Business	14.75	66.75	18.1%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	13.75	16.55	45.4%
Educational Administration	3.00	10.67	21.9%
Educational Policy Studies	3.00	7.00	30.0%
Educational Psychology	4.00	12.50	24.2%
Rehabilitation Psychology & Special Education	5.00	6.00	45.5%
School of Human Ecology	25.20	15.00	62.7%
Law School	12.50	29.25	29.9%
Anthropology	6.50	14.00	31.7%
Afro-American Studies	5.00	6.25	44.4%
Communication Arts	9.00	15.00	37.5%
Economics	3.20	25.00	11.3%
Ethnic Studies	1.00	0.00	100.0%
Geography	3.00	13.00	18.8%
LaFollette School of Public Affairs	1.50	5.75	20.7%

School of Journalism & Mass Communication	4.00	8.50	32.0%
School of Library & Information Studies	6.00	2.50	70.6%
Political Science	7.00	26.75	20.7%
Psychology	13.00	23.00	36.1%
Social Work	9.50	5.00	65.5%
Sociology	12.50	27.92	30.9%
Urban & Regional Planning	2.00	4.75	29.6%
School of Nursing	22.50	0.00	100.0%
Professional Development & Applied Studies	3.00	3.51	46.1%
Humanities	153.38	239.49	39.0%
Art	12.00	19.00	38.7%
Dance	2.00	3.00	40.0%
African Languages & Literature	4.00	4.50	47.1%
Art History	8.00	4.75	62.7%
Classics	5.00	3.50	58.8%
Comparative Literature	1.00	5.00	16.7%
East Asian Languages & Literature	5.00	7.00	41.7%
English	25.70	27.50	48.3%
French & Italian	9.00	13.25	40.4%
German	6.00	11.60	34.1%
Hebrew & Semitic Studies	3.00	3.00	50.0%
History	14.50	34.50	29.6%
History of Science	1.63	5.13	24.1%
Linguistics	4.00	4.33	48.0%
School of Music	14.00	34.10	29.1%
Philosophy	3.00	18.00	14.3%
Scandinavian Studies	3.00	3.00	50.0%
Slavic Languages	3.00	8.00	27.3%
Languages & Cultures of Asia	3.50	7.33	32.3%
Spanish & Portuguese	9.00	12.00	42.9%
Theatre & Drama	6.75	7.00	49.1%
Women's Studies Program	3.50	0.00	100.0%
College Library	1.00	0.00	100.0%
Library - Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	5.80	3.00	65.9%

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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March 20, 2003

Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2002*

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	25.00	4.25	16.00	287.12	53.00	77.50	8.0%	7.4%	17.1%
Biological Systems Engineering	1.00	0.00	0.00	11.25	1.00	2.00	8.2%	0.0%	0.0%
Soil Science	1.00	0.00	3.50	14.00	2.00	2.00	6.7%	0.0%	63.6%
Chemical Engineering	1.00	0.00	0.00	7.00	6.00	4.00	12.5%	0.0%	0.0%
Civil & Environmental Engineering	1.00	0.00	0.00	17.00	5.00	5.00	5.6%	0.0%	0.0%
Electrical & Computer Engineering	1.00	0.00	1.00	22.25	9.00	9.00	4.3%	0.0%	10.0%
Biomedical Engineering	0.00	0.25	2.00	2.00	1.50	1.00	0.0%	14.3%	66.7%
Industrial Engineering	2.25	1.00	1.00	7.00	0.00	5.00	24.3%	100.0%	16.7%
Mechanical Engineering	1.00	0.00	1.00	18.00	2.75	7.00	5.3%	0.0%	12.5%
Materials Science & Engineering	1.00	0.00	0.00	10.00	2.00	1.00	9.1%	0.0%	0.0%
Engineering Physics	0.50	0.00	1.00	11.25	4.25	4.00	4.3%	0.0%	20.0%
Engineering Professional Development	0.00	0.00	0.00	1.00	4.00	2.00	0.0%	0.0%	0.0%
Astronomy	1.00	0.00	1.00	9.00	2.00	1.00	10.0%	0.0%	50.0%
Chemistry	1.50	0.00	2.00	33.00	0.00	6.00	4.3%	N/A	25.0%
Computer Sciences	2.00	1.00	1.00	23.17	0.00	7.00	7.9%	100.0%	12.5%
Geology & Geophysics	4.00	0.00	1.00	10.50	1.00	4.00	27.6%	0.0%	20.0%
Mathematics	1.75	1.00	0.00	38.50	6.00	6.00	4.3%	14.3%	0.0%
Atmospheric & Oceanic Sciences	0.00	0.00	0.00	6.00	4.00	3.00	0.0%	0.0%	0.0%
Physics	4.00	1.00	0.00	36.00	2.00	6.00	10.0%	33.3%	0.0%
Statistics	1.00	0.00	1.50	10.20	0.50	2.50	8.9%	0.0%	37.5%
Biological Sciences	57.81	36.00	59.70	376.54	111.00	104.25	13.3%	24.5%	36.4%
Agronomy	0.00	0.00	1.00	13.00	2.00	2.00	0.0%	0.0%	33.3%
Animal Science	0.00	0.00	1.00	15.60	1.00	3.00	0.0%	0.0%	25.0%
Bacteriology	0.00	0.00	3.00	10.00	2.00	1.00	0.0%	0.0%	75.0%
Biochemistry	6.00	0.00	2.00	23.00	0.00	3.00	20.7%	N/A	40.0%
Dairy Science	1.00	1.00	0.00	5.40	2.00	5.00	15.6%	33.3%	0.0%
Entomology	1.00	0.00	1.00	9.00	0.00	2.00	10.0%	N/A	33.3%
Food Microbiology & Toxicology	1.00	0.00	0.00	3.00	0.00	1.00	25.0%	N/A	0.0%
Food Science	0.00	0.00	2.00	10.00	1.00	2.00	0.0%	0.0%	50.0%
Genetics	0.00	0.50	0.00	10.00	0.00	1.00	0.0%	100.0%	0.0%
Horticulture	1.00	0.00	2.00	6.50	2.00	3.75	13.3%	0.0%	34.8%
Nutritional Sciences	3.00	1.00	2.00	1.50	1.00	1.00	66.7%	50.0%	66.7%
Plant Pathology	3.00	2.00	1.00	7.00	2.00	1.00	30.0%	50.0%	50.0%
Forest Ecology & Management	0.00	0.50	0.00	10.13	2.00	3.50	0.0%	20.0%	0.0%
Natural Resources - Wildlife Ecology	0.00	1.00	0.00	3.00	1.00	1.00	0.0%	50.0%	0.0%
Kinesiology	1.00	2.00	3.00	4.00	1.00	2.00	20.0%	66.7%	60.0%
Nelson Institute for Environmental Studies	0.00	0.50	0.00	4.07	0.00	0.50	0.0%	100.0%	0.0%
Botany	2.00	1.00	2.00	9.00	2.00	1.50	18.2%	33.3%	57.1%

Communicative Disorders	3.00	0.00	3.00	5.00	1.00	1.00	37.5%	0.0%	75.0%
Zoology	2.00	0.00	5.00	11.00	3.00	3.00	15.4%	0.0%	62.5%
Anatomy	2.00	2.00	1.00	10.50	3.00	2.00	16.0%	40.0%	33.3%
Anesthesiology	0.00	0.00	0.00	1.00	1.00	2.00	0.0%	0.0%	0.0%
Bioinformatics & Medical Informatics	0.00	1.25	1.00	2.75	0.50	4.25	0.0%	71.4%	19.0%
Family Medicine	1.00	0.00	0.00	4.10	2.00	1.00	19.6%	0.0%	0.0%
Genetics	0.00	0.50	1.00	2.99	1.00	1.00	0.0%	33.3%	50.0%
Obstetrics & Gynecology	0.00	1.00	0.00	4.00	2.00	1.00	0.0%	33.3%	0.0%
Medical History & Bioethics	1.00	0.00	0.50	1.90	1.00	2.00	34.5%	0.0%	20.0%
Human Oncology	0.00	1.00	0.00	4.05	3.00	0.00	0.0%	25.0%	N/A
Medicine	3.00	1.00	4.75	26.49	17.75	10.00	10.2%	5.3%	32.2%
Dermatology	0.00	0.00	0.00	2.00	0.00	1.00	0.0%	N/A	0.0%
Medical Microbiology	1.00	0.00	2.00	4.50	2.00	1.00	18.2%	0.0%	66.7%
Medical Physics	0.00	0.00	1.00	5.90	1.25	3.00	0.0%	0.0%	25.0%
Neurology	1.00	0.00	0.00	7.50	2.00	0.00	11.8%	0.0%	N/A
Neurological Surgery	0.00	1.00	0.00	1.00	0.00	3.00	0.0%	100.0%	0.0%
Oncology	2.00	1.00	0.75	11.90	1.00	0.00	14.4%	50.0%	100.0%
Ophthalmology & Visual Sciences	1.00	2.60	0.00	6.00	4.00	1.00	14.3%	39.4%	0.0%
Orthopedics & Rehabilitation	0.00	1.00	0.00	3.00	2.50	3.00	0.0%	28.6%	0.0%
Pathology & Laboratory Medicine	2.00	3.00	0.00	6.51	2.00	3.00	23.5%	60.0%	0.0%
Pediatrics	1.00	1.00	7.00	10.20	2.00	2.00	8.9%	33.3%	77.8%
Pharmacology	1.00	0.00	1.00	5.00	2.00	2.00	16.7%	0.0%	33.3%
Biomolecular Chemistry	1.00	1.00	0.00	5.00	0.00	2.00	16.7%	100.0%	0.0%
Physiology	2.00	2.00	2.00	12.00	4.00	1.00	14.3%	33.3%	66.7%
Population Health Sciences	3.80	1.40	4.00	7.60	4.00	0.75	33.3%	25.9%	84.2%
Psychiatry	3.51	0.00	1.70	6.00	0.00	3.00	36.9%	N/A	36.2%
Radiology	1.00	0.00	0.00	7.45	3.00	2.00	11.8%	0.0%	0.0%
Surgery	0.00	0.75	0.00	17.00	6.00	4.00	0.0%	11.1%	0.0%
School of Pharmacy	1.50	2.00	1.00	13.00	6.00	6.00	10.3%	25.0%	14.3%
Animal Health & Biomedical Sciences	0.00	0.00	1.00	5.00	0.00	1.00	0.0%	N/A	50.0%
Medical Sciences	1.00	1.00	1.00	3.00	8.00	1.00	25.0%	11.1%	50.0%
Pathobiological Sciences	0.00	1.00	1.00	9.00	3.00	1.00	0.0%	25.0%	50.0%
Comparative Biosciences	3.00	0.00	1.00	7.00	1.00	1.00	30.0%	0.0%	50.0%
Surgical Sciences	0.00	1.00	0.00	3.00	3.00	1.00	0.0%	25.0%	0.0%

Social Studies	107.20	29.75	68.75	252.48	50.50	89.50	29.8%	37.1%	43.4%
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Agricultural & Applied Economics	0.00	0.00	1.00	17.50	4.00	1.00	0.0%	0.0%	50.0%
Life Sciences Communication	1.80	1.00	2.00	4.33	1.00	1.00	29.4%	50.0%	66.7%
Rural Sociology	2.00	0.00	1.00	5.00	3.00	1.00	28.6%	0.0%	50.0%
Natural Resources-Landscape Architecture	1.00	0.00	2.00	2.00	0.00	0.00	33.3%	N/A	100.0%
Urban & Regional Planning	0.00	0.00	0.00	2.00	0.00	2.00	0.0%	N/A	0.0%
School of Business	2.00	2.75	10.00	35.75	15.00	16.00	5.3%	15.5%	38.5%
Counseling Psychology	1.00	2.00	1.00	3.00	1.00	0.00	25.0%	66.7%	100.0%
Curriculum & Instruction	7.50	0.00	6.25	13.55	0.00	3.00	35.6%	N/A	67.6%
Educational Administration	1.00	1.00	1.00	7.67	0.00	3.00	11.5%	100.0%	25.0%

Educational Policy Studies	1.00	1.00	1.00	5.00	1.00	1.00	16.7%	50.0%	50.0%
Educational Psychology	3.00	0.00	1.00	9.00	1.50	2.00	25.0%	0.0%	33.3%
Rehabilitation Psychology & Special Education	3.00	0.00	2.00	4.00	0.00	2.00	42.9%	N/A	50.0%
School of Human Ecology	14.20	5.00	6.00	9.00	0.00	6.00	61.2%	100.0%	50.0%
Law School	9.50	1.00	2.00	19.25	4.00	6.00	33.0%	20.0%	25.0%
Anthropology	5.50	0.00	1.00	7.00	0.00	7.00	44.0%	N/A	12.5%
Afro-American Studies	4.00	0.00	1.00	4.25	1.00	1.00	48.5%	0.0%	50.0%
Communication Arts	5.00	2.00	2.00	9.00	1.00	5.00	35.7%	66.7%	28.6%
Economics	1.20	0.00	2.00	19.00	1.00	5.00	5.9%	0.0%	28.6%
Ethnic Studies	1.00	0.00	0.00	0.00	0.00	0.00	100.0%	N/A	N/A
Geography	1.00	0.00	2.00	9.00	3.00	1.00	10.0%	0.0%	66.7%
LaFollette School of Public Affairs	0.50	1.00	0.00	3.75	0.00	2.00	11.8%	100.0%	0.0%
School of Journalism & Mass Communication	3.00	0.00	1.00	6.00	2.00	0.50	33.3%	0.0%	66.7%
School of Library & Information Studies	1.00	1.00	4.00	2.00	0.00	0.50	33.3%	100.0%	88.9%
Political Science	2.50	1.50	3.00	16.75	3.00	7.00	13.0%	33.3%	30.0%
Psychology	9.00	4.00	0.00	15.00	1.00	7.00	37.5%	80.0%	0.0%
Social Work	4.00	1.50	4.00	4.00	0.00	1.00	50.0%	100.0%	80.0%
Sociology	8.00	0.00	4.50	14.42	5.00	8.50	35.7%	0.0%	34.6%
Urban & Regional Planning	0.00	0.00	2.00	2.75	2.00	0.00	0.0%	0.0%	100.0%
School of Nursing	13.50	3.00	6.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
Professional Development & Applied Studies	1.00	2.00	0.00	2.51	1.00	0.00	28.5%	66.7%	N/A

Humanities **78.50** **28.63** **46.25** **166.86** **32.63** **40.00** **32.0%** **46.7%** **53.6%**

Art	5.00	2.00	5.00	14.00	2.00	3.00	26.3%	50.0%	62.5%
Dance	1.00	1.00	0.00	1.00	1.00	1.00	50.0%	50.0%	0.0%
African Languages & Literature	3.00	0.00	1.00	3.50	0.00	1.00	46.2%	N/A	50.0%
Art History	4.00	0.00	4.00	1.75	3.00	0.00	69.6%	0.0%	100.0%
Classics	2.00	2.00	1.00	2.00	0.00	1.50	50.0%	100.0%	40.0%
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	1.00	3.00	5.00	1.00	1.00	16.7%	50.0%	75.0%
English	15.70	3.00	7.00	21.50	1.00	5.00	42.2%	75.0%	58.3%
French & Italian	5.00	1.00	3.00	11.25	2.00	0.00	30.8%	33.3%	100.0%
German	2.00	3.00	1.00	7.60	3.00	1.00	20.8%	50.0%	50.0%
Hebrew & Semitic Studies	1.00	1.00	1.00	2.00	0.00	1.00	33.3%	100.0%	50.0%
History	10.50	2.00	2.00	24.00	4.00	6.50	30.4%	33.3%	23.5%
History of Science	0.00	0.63	1.00	2.50	1.63	1.00	0.0%	27.8%	50.0%
Linguistics	2.00	1.00	1.00	1.33	2.00	1.00	60.1%	33.3%	50.0%
School of Music	6.00	6.00	2.00	25.10	5.00	4.00	19.3%	54.5%	33.3%
Philosophy	2.00	0.00	1.00	16.00	1.00	1.00	11.1%	0.0%	50.0%
Scandinavian Studies	2.00	0.00	1.00	3.00	0.00	0.00	40.0%	N/A	100.0%
Slavic Languages	2.00	1.00	0.00	6.00	0.00	2.00	25.0%	100.0%	0.0%
Languages & Cultures of Asia	3.50	0.00	0.00	4.33	2.00	1.00	44.7%	0.0%	0.0%
Spanish & Portuguese	3.00	2.00	4.00	7.00	1.00	4.00	30.0%	66.7%	50.0%
Theatre & Drama	3.00	0.00	3.75	3.00	2.00	2.00	50.0%	0.0%	65.2%
Women's Studies Program	0.00	0.00	3.50	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%
Library - Social Sciences	0.00	0.00	0.00	0.00	0.00	1.00	N/A	N/A	0.0%
Liberal Studies & the Arts	3.80	2.00	0.00	3.00	0.00	0.00	55.9%	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

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

March 20, 2003

Table 3a. Tenure Promotion Outcomes by Gender, 2002

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, 2002

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, 2002

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	2	11	3	2	45.5%	100.0%	100.0%
Physical Sciences	3	2	2	12	3	2	25.0%	66.7%	100.0%
Biological Sciences	6	3	2	10	4	2	60.0%	75.0%	100.0%
Social Studies	6	2	2	11	2	2	54.5%	100.0%	100.0%
Humanities	4	4	2	11	3	2	36.4%	133.3%	100.0%

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

March 20, 2003

Table 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2002

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	6.0	13.5	4.0	2.0	15.0	20.0	7.0	2.0	40.0%	67.5%	57.1%	100.0%
Biological Sciences	7.0	16.0	8.5	2.0	13.0	19.0	9.0	2.0	53.8%	84.2%	94.4%	100.0%
Social Studies	9.0	14.0	9.0	2.0	12.0	18.0	7.0	2.0	75.0%	77.8%	128.6%	100.0%
Humanities	10.0	17.0	10.0	2.0	14.0	19.0	9.0	2.0	71.4%	89.5%	111.1%	100.0%

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

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

March 20, 2003

Table 5b. Attrition by Gender, 2001-2002

	FTEs			%		
	Retired	Resigned	Total FTE	Retired	Resigned	Left UW
Total	63	38	2199.22	2.9%	1.7%	4.6%
Women	13	12	557.84	2.3%	2.2%	4.5%
Men	50	26	1641.38	3.0%	1.6%	4.6%
Physical Sciences						
Women	0	0	45.25	0.0%	0.0%	0.0%
Men	12	5	417.62	2.9%	1.2%	4.1%
Biological Sciences						
Women	2	4	153.51	1.3%	2.6%	3.9%
Men	25	8	591.79	4.2%	1.4%	5.6%
Social Studies						
Women	6	7	205.70	2.9%	3.4%	6.3%
Men	7	11	392.48	1.8%	2.8%	4.6%
Humanities						
Women	5	1	153.38	3.3%	0.7%	3.9%
Men	6	2	239.49	2.5%	0.8%	3.3%

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, 2002

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.74	20.0	0.72	50.1	28.5%
Research	0.76	34.4	0.88	252.8	12.0%
Clinical	0.05	0.1	N/A	N/A	N/A
Biological Sciences					
Teaching	0.65	44.8	0.68	36.5	55.1%
Research	0.84	220.9	0.85	326.3	40.4%
Clinical	0.78	262.0	0.84	490.8	34.8%
Social Studies					
Teaching	0.51	79.2	0.47	67.9	53.8%
Research	0.81	68.0	0.82	46.9	59.2%
Clinical	0.75	38.8	0.91	12.7	75.3%
Humanities					
Teaching	0.58	54.6	0.56	33.8	61.8%
Research	0.85	3.4	1.00	8.0	29.8%
Clinical	1.00	1.0	1.00	2.0	33.3%
Administrative Units					
Teaching	0.63	3.8	0.50	1.5	71.4%
Research	1.00	3.0	1.00	3.0	50.0%
Clinical	0.40	2.8	0.54	1.6	63.2%

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 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2002

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.74	20.0	0.72	50.1	28.5%
Research	0.76	34.4	0.88	252.8	12.0%
Clinical	0.05	0.1	N/A	N/A	N/A
Biological Sciences					
Teaching	0.65	44.8	0.68	36.5	55.1%
Research	0.84	220.9	0.85	326.3	40.4%
Clinical	0.78	262.0	0.84	490.8	34.8%
Social Studies					
Teaching	0.51	79.2	0.47	67.9	53.8%
Research	0.81	68.0	0.82	46.9	59.2%
Clinical	0.75	38.8	0.91	12.7	75.3%
Humanities					
Teaching	0.58	54.6	0.56	33.8	61.8%
Research	0.85	3.4	1.00	8.0	29.8%
Clinical	1.00	1.0	1.00	2.0	33.3%
Administrative Units					
Teaching	0.63	3.8	0.50	1.5	71.4%
Research	1.00	3.0	1.00	3.0	50.0%
Clinical	0.40	2.8	0.54	1.6	63.2%

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, 2002

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	29	318	8.4%	1	18	5.3%	3.4%	5.7%
Biological Sciences	55	368	13.0%	1	48	2.0%	1.8%	13.0%
Social Studies	67	213	23.9%	6	19	24.0%	9.0%	8.9%
Humanities	87	171	33.7%	8	15	34.8%	9.2%	8.8%
Total	230	1009	18.6%	16	100	13.8%	7.0%	9.9%

SOURCE: IADS appointment system frozen slice, October 2002.

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, 2002

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	26	316	7.6%	0	8	0.0%	0.0%	2.5%
Biological Sciences	57	351	14.0%	3	12	20.0%	5.3%	3.4%
Social Studies	97	262	27.0%	9	16	36.0%	9.3%	6.1%
Humanities	89	169	34.5%	3	4	42.9%	3.4%	2.4%
Total	269	1098	19.7%	15	40	27.3%	5.6%	3.6%

SOURCE: IADS Frozen Appointment Data view, October 2002.

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, 2002

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	26	316	7.6%	0	1	0.0%	0.0%	0.3%
Biological Sciences	57	351	14.0%	0	1	0.0%	0.0%	0.3%
Social Studies	97	262	27.0%	2	0	100.0%	2.1%	0.0%
Humanities	89	169	34.5%	0	0	N/A	0.0%	0.0%
Total	269	1098	19.7%	2	2	50.0%	0.7%	0.2%

SOURCE: IADS Frozen Appointment Data view, October 2002.

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, 2002

Division	Total Faculty (Full Profs.)			Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	26	316	7.6%	0	17	0.0%	0.0%	5.4%
Biological Sciences	57	351	14.0%	2	15	11.8%	3.5%	4.3%
Social Studies	97	262	27.0%	4	18	18.2%	4.1%	6.9%
Humanities	89	169	34.5%	2	11	15.4%	2.2%	6.5%
Total	269	1098	19.7%	8	61	11.6%	3.0%	5.6%

SOURCE: IADS appointment system frozen slice, October 2002.

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, 2002**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	3	11	21.4%
Hilldale Professors	0	13	0.0%
John Bascom Professors	2	7	22.2%
Evju-Bascom Professors	4	5	44.4%
Named-Bascom Professors	12	41	22.6%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	9	0.0%
Other named professorships (incl. WARF)	22	170	11.5%
Holds two named professorships	3	37	7.5%
New named professorships	5	16	23.8%
Number holding named professorships	41	226	15.4%
Full Professors at UW-Madison	269	1098	19.6%
Major Awards			
Vilas Associate Award	9	17	34.6%
Hilldale Award	3	1	75.0%
H. I. Romnes Faculty Fellowship	0	5	0.0%
WARF Kellett Mid-Career Award	1	3	25.0%
Tenured Professors at UW-Madison	370	1348	21.5%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2002.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2002; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2002.

Prepared by: Jennifer Sheridan, WISELI
December, 2002

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2002

	Women	Men	% Female
Faculty Senate			
Physical Sciences	1	49	2.0%
Biological Sciences	11	54	16.9%
Social Studies	19	41	31.7%
Arts & Humanities	18	29	38.3%
Senators (total)	49	173	22.1%
Physical Sciences	2	35	5.4%
Biological Sciences	17	41	29.3%
Social Studies	13	24	35.1%
Arts & Humanities	19	18	51.4%
Alternates (Total)	51	118	30.2%
Divisional Executive Committee			
Physical Sciences	2	10	16.7%
Biology Core Curriculum	1	8	11.1%
Biology Planning	1	7	12.5%
Biology Tenure	3	9	25.0%
Social Studies	5	6	45.5%
Arts & Humanities	7	5	58.3%
University Academic Planning Council	4	12	25.0%
Graduate School Academic Planning Council	1	5	16.7%
Graduate School Executive Committees			
Physical Sciences	0	5	0.0%
Biological Sciences	1	4	20.0%
Social Studies	1	5	16.7%
Arts & Humanities	2	3	40.0%
Graduate School Research Committees			
Physical Sciences	2	9	18.2%
Biological Sciences	5	6	45.5%
Social Studies	4	6	40.0%
Arts & Humanities	4	6	40.0%
All Faculty	562	1661	25.3%
Physical Sciences	46	459	9.1%
Biological Sciences	146	554	20.9%
Social Studies	197	401	32.9%
Arts & Humanities	173	247	41.2%

SOURCE: 2002-2003 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2002. Totals from IADS appointment system frozen slice October 2002.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2002. 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)

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	84,303	91,389	92.2%
Biological Systems Engineering	55,636	79,795	69.7%
Soil Science	59,321	74,449	79.7%
Chemical Engineering	98,982	90,000	110.0%
Civil & Environmental Engineering	91,000	90,100	101.0%
Electrical & Computer Engineering	97,000	95,000	102.1%
Biomedical Engineering	71,000	110,000	64.5%
Industrial Engineering	96,309	118,410	81.3%
Mechanical Engineering	103,554	98,589	105.0%
Materials Science & Engineering	91,065	113,449	80.3%
Engineering Physics	81,750	107,450	76.1%
Engineering Professional Development	N/A	83,765	N/A
Astronomy	78,705	89,999	87.5%
Chemistry	60,112	96,353	62.4%
Computer Sciences	92,275	112,300	82.2%
Geology & Geophysics	75,988	73,540	103.3%
Mathematics	85,927	85,373	100.6%
Atmospheric & Oceanic Sciences	N/A	80,566	N/A
Physics	88,541	88,809	99.7%
Statistics	59,578	92,085	64.7%
Biological Sciences	71,962	82,001	87.8%
Agronomy	59,988	70,361	85.3%
Animal Science	N/A	83,536	N/A
Bacteriology	63,523	81,074	78.4%
Biochemistry	88,552	98,182	90.2%
Dairy Science	76,105	76,990	98.9%
Entomology	66,753	81,664	81.7%
Food Microbiology & Toxicology	73,759	78,358	94.1%
Food Science	58,827	80,747	72.9%
Genetics	74,019	94,218	78.6%
Horticulture	61,734	71,095	86.8%
Nutritional Sciences	77,179	74,356	103.8%
Plant Pathology	70,195	87,415	80.3%
Forest Ecology & Management	65,960	79,659	82.8%
Natural Resources - Wildlife Ecology	67,021	79,632	84.2%
Kinesiology	56,034	76,911	72.9%
Nelson Institute for Environmental Studies	65,960	85,983	76.7%
Botany	60,558	82,137	73.7%
Communicative Disorders	72,664	82,873	87.7%
Zoology	62,260	73,459	84.8%
Anatomy	74,815	98,443	76.0%
Anesthesiology	N/A	76,428	N/A
Biostatistics & Medical Informatics	76,646	84,156	91.1%

Family Medicine	114,469	91,209	125.5%
Genetics	60,136	80,989	74.3%
Obstetrics & Gynecology	61,860	84,312	73.4%
Medical History & Bioethics	135,473	61,549	220.1%
Human Oncology	67,289	83,874	80.2%
Medicine	78,501	82,665	95.0%
Dermatology	N/A	106,440	N/A
Medical Microbiology	60,545	79,841	75.8%
Medical Physics	71,554	77,497	92.3%
Neurology	98,790	94,363	104.7%
Neurological Surgery	63,278	51,371	123.2%
Oncology	91,890	106,279	86.5%
Ophthalmology & Visual Sciences	76,179	86,244	88.3%
Orthopedics & Rehabilitation	68,681	62,458	110.0%
Pathology & Laboratory Medicine	88,364	81,212	108.8%
Pediatrics	66,084	94,897	69.6%
Pharmacology	83,691	91,363	91.6%
Biomolecular Chemistry	73,768	89,552	82.4%
Physiology	79,227	93,886	84.4%
Population Health Sciences	85,700	105,451	81.3%
Psychiatry	97,457	79,228	123.0%
Radiology	77,501	75,246	103.0%
Surgery	81,356	71,659	113.5%
School of Pharmacy	71,962	74,133	97.1%
Animal Health & Biomedical Sciences	63,179	81,573	77.5%
Medical Sciences	70,138	76,310	91.9%
Pathobiological Sciences	63,833	91,433	69.8%
Comparative Biosciences	81,200	81,957	99.1%
Surgical Sciences	73,363	68,003	107.9%

Social Studies

	75,260	91,828	82.0%
Agricultural & Applied Economics	61,938	91,179	67.9%
Life Sciences Communication	66,639	83,187	80.1%
Rural Sociology	81,741	73,768	110.8%
Natural Resources-Landscape Architecture	61,658	81,036	76.1%
Urban & Regional Planning	N/A	65,779	N/A
School of Business	117,245	135,000	86.8%
Counseling Psychology	68,000	85,566	79.5%
Curriculum & Instruction	63,708	88,404	72.1%
Educational Administration	71,939	86,037	83.6%
Educational Policy Studies	65,268	92,747	70.4%
Educational Psychology	81,633	93,023	87.8%
Rehabilitation Psychology & Special Education	70,167	65,207	107.6%
School of Human Ecology	69,975	68,879	101.6%
Law School	121,206	114,728	105.6%
Anthropology	66,712	58,836	113.4%
Afro-American Studies	76,839	98,052	78.4%
Communication Arts	63,708	69,543	91.6%
Economics	72,775	135,000	53.9%
Ethnic Studies	N/A	N/A	N/A
Geography	54,392	85,669	63.5%

LaFollette School of Public Affairs	84,422	98,437	85.8%
School of Journalism & Mass Communication	80,402	69,216	116.2%
School of Library & Information Studies	54,425	70,650	77.0%
Political Science	71,321	83,841	85.1%
Psychology	91,593	88,006	104.1%
Social Work	66,163	87,244	75.8%
Sociology	80,750	89,094	90.6%
Urban & Regional Planning	55,967	70,517	79.4%
School of Nursing	81,766	N/A	N/A
Professional Development & Applied Studies	60,910	65,124	93.5%
Humanities	64,540	71,499	90.3%
Art	60,539	67,157	90.1%
Dance	59,678	60,167	99.2%
African Languages & Literature	73,291	78,817	93.0%
Art History	66,450	70,968	93.6%
Classics	66,360	80,740	82.2%
Comparative Literature	74,479	54,370	137.0%
East Asian Languages & Literature	49,981	68,510	73.0%
English	70,679	79,606	88.8%
French & Italian	56,099	78,813	71.2%
German	59,078	68,389	86.4%
Hebrew & Semitic Studies	60,012	95,981	62.5%
History	75,508	78,760	95.9%
History of Science	48,833	63,005	77.5%
Linguistics	67,128	57,492	116.8%
School of Music	66,041	71,499	92.4%
Philosophy	63,828	76,691	83.2%
Scandinavian Studies	65,450	67,106	97.5%
Slavic Languages	77,108	75,435	102.2%
Languages & Cultures of Asia	74,884	70,473	106.3%
Spanish & Portuguese	58,580	65,070	90.0%
Theatre & Drama	57,301	59,661	96.0%
Women's Studies Program	49,680	N/A	N/A
College Library	N/A	N/A	N/A
Library - Social Sciences	N/A	65,896	N/A
Liberal Studies & the Arts	66,386	75,463	88.0%

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), 2002*

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	98,915	80,707	60,488	102,289	80,215	70,805	96.7%	100.6%	85.4%
Biological Systems Engineering	N/A	N/A	55,636	81,000	73,116	61,361	N/A	N/A	90.7%
Soil Science	79,438	N/A	59,321	78,053	66,876	56,517	101.8%	N/A	105.0%
Chemical Engineering	98,982	N/A	N/A	145,500	89,892	70,220	68.0%	N/A	N/A
Civil & Environmental Engineering	91,000	N/A	N/A	106,400	81,100	76,152	85.5%	N/A	N/A
Electrical & Computer Engineering	104,500	N/A	89,500	110,352	89,282	80,000	94.7%	N/A	111.9%
Biomedical Engineering	N/A	81,356	71,000	120,824	110,000	71,000	N/A	74.0%	100.0%
Industrial Engineering	99,000	84,303	75,570	124,802	N/A	75,854	79.3%	N/A	99.6%
Mechanical Engineering	125,420	N/A	81,687	109,992	86,850	70,411	114.0%	N/A	116.0%
Materials Science & Engineering	91,065	N/A	N/A	120,400	74,976	76,000	75.6%	N/A	N/A
Engineering Physics	91,118	N/A	81,750	150,501	86,850	81,451	60.5%	N/A	100.4%
Engineering Professional Development	N/A	N/A	N/A	133,364	87,973	71,672	N/A	N/A	N/A
Astronomy	94,669	N/A	62,740	93,240	71,975	64,831	101.5%	N/A	96.8%
Chemistry	73,791	N/A	58,556	104,859	N/A	59,904	70.4%	N/A	97.7%
Computer Sciences	110,450	79,275	84,550	117,000	N/A	83,900	94.4%	N/A	100.8%
Geology & Geophysics	87,418	N/A	56,992	83,871	63,841	58,240	104.2%	N/A	97.9%
Mathematics	107,860	75,000	N/A	92,824	77,406	64,684	116.2%	96.9%	N/A
Atmospheric & Oceanic Sciences	N/A	N/A	N/A	92,614	73,733	60,000	N/A	N/A	N/A
Physics	100,931	80,707	N/A	92,432	74,213	66,104	109.2%	108.8%	N/A
Statistics	137,280	N/A	59,578	95,398	81,260	65,455	143.9%	N/A	91.0%
Biological Sciences	92,536	72,799	60,254	93,084	72,000	59,619	99.4%	101.1%	101.1%
Agronomy	N/A	N/A	59,988	73,139	66,461	55,151	N/A	N/A	108.8%
Animal Science	N/A	N/A	N/A	87,278	74,185	56,964	N/A	N/A	N/A
Bacteriology	83,669	N/A	N/A	87,325	65,632	57,273	95.8%	N/A	N/A
Biochemistry	92,536	N/A	59,231	106,942	N/A	61,072	86.5%	N/A	97.0%
Dairy Science	N/A	76,105	N/A	79,620	79,553	59,790	N/A	95.7%	N/A
Entomology	75,748	N/A	57,758	86,839	N/A	57,142	87.2%	N/A	101.1%
Food Microbiology & Toxicology	73,759	N/A	N/A	83,056	N/A	59,824	88.8%	N/A	N/A
Food Science	N/A	N/A	58,827	85,103	63,978	63,435	N/A	N/A	92.7%
Genetics	N/A	74,019	N/A	97,534	N/A	66,542	N/A	N/A	N/A
Horticulture	66,027	N/A	60,161	76,426	70,969	58,723	86.4%	N/A	102.4%
Nutritional Sciences	88,967	74,468	59,357	91,537	74,356	61,963	97.2%	100.2%	95.8%
Plant Pathology	86,178	66,628	58,160	88,924	77,352	57,643	96.9%	86.1%	100.9%
Forest Ecology & Management	N/A	65,960	N/A	92,854	71,382	55,688	N/A	92.4%	N/A
Natural Resources - Wildlife Ecology	N/A	67,021	N/A	87,190	67,817	54,883	N/A	98.8%	N/A
Kinesiology	83,080	60,245	51,224	82,958	58,309	52,784	100.1%	103.3%	97.0%
Nelson Institute for Environmental Studies	N/A	65,960	N/A	85,983	N/A	55,710	N/A	N/A	N/A

Botany	95,068	60,558	54,021	87,676	77,052	50,000	108.4%	78.6%	108.0%
Communicative Disorders	81,553	N/A	59,717	99,800	69,678	59,164	81.7%	N/A	100.9%
Zoology	75,266	N/A	60,343	76,467	63,411	56,614	98.4%	N/A	106.6%
Anatomy	101,297	74,252	63,371	107,386	76,988	64,077	94.3%	96.4%	98.9%
Anesthesiology	N/A	N/A	N/A	94,582	69,319	70,415	N/A	N/A	N/A
Biostatistics & Medical Informatics	N/A	76,646	66,524	108,002	81,260	79,215	N/A	94.3%	84.0%
Family Medicine	114,469	N/A	N/A	93,255	79,419	77,235	122.7%	N/A	N/A
Genetics	N/A	74,019	60,136	88,936	80,989	66,542	N/A	91.4%	90.4%
Obstetrics & Gynecology	N/A	61,860	N/A	102,611	77,398	58,708	N/A	79.9%	N/A
Medical History & Bioethics	135,473	N/A	57,935	137,968	N/A	58,575	98.2%	N/A	98.9%
Human Oncology	N/A	67,289	N/A	89,966	57,337	N/A	N/A	117.4%	N/A
Medicine	106,099	78,501	65,455	99,164	72,213	60,485	107.0%	108.7%	108.2%
Dermatology	N/A	N/A	N/A	114,955	N/A	59,606	N/A	N/A	N/A
Medical Microbiology	86,767	N/A	60,158	111,377	73,453	59,771	77.9%	N/A	100.6%
Medical Physics	N/A	N/A	71,554	88,663	77,497	63,901	N/A	N/A	112.0%
Neurology	98,790	N/A	N/A	96,343	66,128	N/A	102.5%	N/A	N/A
Neurological Surgery	N/A	63,278	N/A	109,136	N/A	43,907	N/A	N/A	N/A
Oncology	93,350	77,265	61,188	106,279	72,000	N/A	87.8%	107.3%	N/A
Ophthalmology & Visual Sciences	115,211	76,179	N/A	115,139	78,395	59,658	100.1%	97.2%	N/A
Orthopedics & Rehabilitation	N/A	68,681	N/A	106,364	58,717	60,895	N/A	117.0%	N/A
Pathology & Laboratory Medicine	89,444	74,942	N/A	96,429	73,043	49,275	92.8%	102.6%	N/A
Pediatrics	106,244	83,095	55,036	106,280	73,287	56,630	100.0%	113.4%	97.2%
Pharmacology	106,042	N/A	61,339	111,471	75,105	61,833	95.1%	N/A	99.2%
Biomolecular Chemistry	78,645	68,891	N/A	96,107	N/A	63,391	81.8%	N/A	N/A
Physiology	103,302	79,227	61,224	105,134	80,041	59,911	98.3%	99.0%	102.2%
Population Health Sciences	100,136	63,923	65,574	109,824	66,157	58,602	91.2%	96.6%	111.9%
Psychiatry	97,917	N/A	64,150	91,386	N/A	58,072	107.1%	N/A	110.5%
Radiology	77,501	N/A	N/A	101,518	56,738	65,800	76.3%	N/A	N/A
Surgery	N/A	81,356	N/A	78,689	68,211	36,450	N/A	119.3%	N/A
School of Pharmacy	93,737	71,794	60,254	89,177	74,133	66,609	105.1%	96.8%	90.5%
Animal Health & Biomedical Sciences	N/A	N/A	63,179	88,651	N/A	57,273	N/A	N/A	110.3%
Medical Sciences	101,472	70,138	69,982	111,301	72,527	67,091	91.2%	96.7%	104.3%
Pathobiological Sciences	N/A	66,485	61,180	95,631	66,867	59,543	N/A	99.4%	102.7%
Comparative Biosciences	88,323	N/A	57,273	87,570	58,727	59,619	100.9%	N/A	96.1%
Surgical Sciences	N/A	73,363	N/A	113,105	67,807	62,457	N/A	108.2%	N/A
Social Studies	86,843	66,000	56,569	102,843	74,362	55,875	84.4%	88.8%	101.2%
Agricultural & Applied Economics	N/A	N/A	61,938	104,253	79,093	66,000	N/A	N/A	93.8%
Life Sciences Communication	77,002	66,639	59,417	83,387	63,623	51,801	92.3%	104.7%	114.7%
Rural Sociology	86,299	N/A	59,411	89,213	67,500	53,386	96.7%	N/A	111.3%
Natural Resources-Landscape Architecture	86,843	N/A	57,823	81,036	N/A	N/A	107.2%	N/A	N/A
Urban & Regional Planning	N/A	N/A	N/A	77,628	N/A	58,297	N/A	N/A	N/A
School of Business	167,119	117,921	116,369	149,405	130,000	102,416	111.9%	90.7%	113.6%
Counseling Psychology	98,622	68,000	53,635	93,530	61,282	N/A	105.4%	111.0%	N/A
Curriculum & Instruction	82,379	N/A	55,237	93,996	N/A	56,847	87.6%	N/A	97.2%

Educational Administration	72,392	71,939	60,555	86,395	N/A	55,527	83.8%	N/A	109.1%
Educational Policy Studies	88,576	65,268	56,491	95,311	65,953	52,906	92.9%	99.0%	106.8%
Educational Psychology	84,829	N/A	53,288	104,021	67,257	55,935	81.5%	N/A	95.3%
Rehabilitation Psychology & Special Education	79,768	N/A	55,194	76,131	N/A	58,371	104.8%	N/A	94.6%
School of Human Ecology	79,215	62,541	54,113	75,097	N/A	55,388	105.5%	N/A	97.7%
Law School	126,891	98,979	87,463	129,756	103,652	91,182	97.8%	95.5%	95.9%
Anthropology	66,712	N/A	52,745	77,273	N/A	49,527	86.3%	N/A	106.5%
Afro-American Studies	80,317	N/A	54,000	98,452	57,799	51,000	81.6%	N/A	105.9%
Communication Arts	68,860	60,346	52,477	76,586	62,752	50,097	89.9%	96.2%	104.8%
Economics	120,068	N/A	72,071	142,475	120,000	68,957	84.3%	N/A	104.5%
Ethnic Studies	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	87,528	N/A	53,446	91,137	60,414	52,000	96.0%	N/A	102.8%
LaFollette School of Public Affairs	84,422	80,199	N/A	106,914	N/A	62,853	79.0%	N/A	N/A
School of Journalism & Mass Communication	90,801	N/A	53,689	74,199	63,493	51,950	122.4%	N/A	103.3%
School of Library & Information Studies	78,966	59,505	52,313	76,942	N/A	51,950	102.6%	N/A	100.7%
Political Science	101,816	71,321	53,173	98,437	66,089	53,045	103.4%	107.9%	100.2%
Psychology	107,421	61,324	N/A	106,268	59,101	55,482	101.1%	103.8%	N/A
Social Work	86,451	61,281	58,340	87,689	N/A	55,900	98.6%	N/A	104.4%
Sociology	97,661	N/A	54,486	112,245	74,148	54,238	87.0%	N/A	100.5%
Urban & Regional Planning	N/A	N/A	55,967	83,969	62,269	N/A	N/A	N/A	N/A
School of Nursing	91,945	76,227	58,899	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	64,345	56,366	N/A	71,557	64,261	N/A	89.9%	87.7%	N/A

Humanities

74,594 60,291 51,340 78,897 59,293 50,647 94.5% 101.7% 101.4%

Art	66,799	62,482	52,615	74,590	59,293	51,355	89.6%	105.4%	102.5%
Dance	62,388	56,968	N/A	60,167	61,028	49,136	103.7%	93.3%	N/A
African Languages & Literature	78,010	N/A	51,340	78,817	N/A	49,684	99.0%	N/A	103.3%
Art History	76,271	N/A	49,832	78,873	61,407	N/A	96.7%	N/A	N/A
Classics	80,390	62,211	52,653	82,736	N/A	48,991	97.2%	N/A	107.5%
Comparative Literature	74,479	N/A	N/A	78,521	54,370	46,953	94.9%	N/A	N/A
East Asian Languages & Literature	91,777	56,132	47,000	79,218	54,372	56,197	115.9%	103.2%	83.6%
English	87,296	64,504	51,862	86,869	63,152	51,791	100.5%	102.1%	100.1%
French & Italian	77,570	53,613	52,674	81,697	59,583	N/A	94.9%	90.0%	N/A
German	71,127	59,006	52,812	81,600	56,610	49,596	87.2%	104.2%	106.5%
Hebrew & Semitic Studies	64,540	60,012	51,375	97,689	N/A	50,679	66.1%	N/A	101.4%
History	79,069	61,591	50,089	94,160	57,798	51,512	84.0%	106.6%	97.2%
History of Science	N/A	76,640	48,833	81,276	59,044	49,920	N/A	129.8%	97.8%
Linguistics	78,233	56,998	47,000	51,630	61,305	50,132	151.5%	93.0%	93.8%
School of Music	69,355	63,996	48,878	74,154	54,398	50,569	93.5%	117.6%	96.7%
Philosophy	75,859	N/A	54,990	79,825	68,110	46,680	95.0%	N/A	117.8%
Scandinavian Studies	70,887	N/A	48,224	67,106	N/A	N/A	105.6%	N/A	N/A
Slavic Languages	81,246	55,683	N/A	81,319	N/A	51,433	99.9%	N/A	N/A
Languages & Cultures of Asia	74,884	N/A	N/A	76,062	65,281	50,946	98.5%	N/A	N/A
Spanish & Portuguese	69,925	60,472	48,939	69,120	63,637	48,436	101.2%	95.0%	101.0%
Theatre & Drama	74,561	N/A	52,785	78,042	59,314	48,574	95.5%	N/A	108.7%

Women's Studies Program	N/A	N/A	49,680	N/A	N/A	N/A	N/A	N/A	N/A
College Library	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Library - Social Sciences	N/A	N/A	N/A	N/A	N/A	65,896	N/A	N/A	N/A
Liberal Studies & the Arts	66,386	63,371	N/A	75,463	N/A	N/A	88.0%	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.

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

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