

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2004

Division/Department	Women	Men	% Women
Physical Sciences	55.00	410.55	11.8%
Biological Systems Engineering	1.00	13.25	7.0%
Soil Science	3.50	17.00	17.1%
Chemical & Biological Engineering	1.00	17.00	5.6%
Civil & Environmental Engineering	2.00	26.00	7.1%
Electrical & Computer Engineering	5.00	38.25	11.6%
Biomedical Engineering	3.00	6.10	33.0%
Industrial Engineering	5.25	12.00	30.4%
Mechanical Engineering	3.00	28.75	9.4%
Materials Science & Engineering	3.00	14.00	17.6%
Engineering Physics	1.50	19.50	7.1%
Engineering Professional Development	-	7.00	0.0%
Astronomy	2.75	11.00	20.0%
Chemistry	3.50	35.00	9.1%
Computer Sciences	4.00	29.00	12.1%
Geology & Geophysics	5.00	15.00	25.0%
Mathematics	3.25	50.25	6.1%
Atmospheric & Oceanic Sciences	1.00	14.00	6.7%
Physics	4.25	44.75	8.7%
Statistics	3.00	12.70	19.1%
Biological Sciences	171.56	596.44	22.3%
Agronomy	1.00	18.00	5.3%
Animal Science	-	17.60	0.0%
Bacteriology	4.00	14.00	22.2%
Biochemistry	8.50	25.00	25.4%
Dairy Science	2.00	12.40	13.9%
Entomology	3.00	12.00	20.0%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	13.00	13.3%
Genetics	1.50	12.00	11.1%
Horticulture	3.00	11.50	20.7%
Nutritional Sciences	5.00	5.50	47.6%
Plant Pathology	6.00	9.00	40.0%
Forest Ecology & Management	0.50	13.13	3.7%
Natural Resources - Wildlife Ecology	-	5.00	0.0%
Kinesiology	9.00	6.00	60.0%
Nelson Institute for Environmental Studies	2.50	4.07	38.1%
Botany	6.00	10.50	36.4%
Communicative Disorders	8.00	6.00	57.1%
Zoology	8.00	16.00	33.3%
Anatomy	6.00	14.50	29.3%
Anesthesiology	-	4.00	0.0%
Biostatistics & Medical Informatics	2.75	7.25	27.5%
Family Medicine	2.00	6.75	22.9%

Genetics	2.50	4.99	33.4%
Obstetrics & Gynecology	2.00	8.00	20.0%
Medical History & Bioethics	2.50	5.90	29.8%
Human Oncology	1.00	7.25	12.1%
Medicine	9.00	55.89	13.9%
Dermatology	-	5.00	0.0%
Medical Microbiology	4.20	7.50	35.9%
Medical Physics	1.00	13.15	7.1%
Neurology	1.00	8.50	10.5%
Neurological Surgery	1.00	4.00	20.0%
Oncology	2.75	11.90	18.8%
Ophthalmology & Visual Sciences	3.60	10.00	26.5%
Orthopedics & Rehabilitation	1.00	11.50	8.0%
Pathology & Laboratory Medicine	5.00	14.51	25.6%
Pediatrics	8.75	13.20	39.9%
Pharmacology	2.00	10.00	16.7%
Biomolecular Chemistry	2.80	8.00	25.9%
Physiology	6.00	17.00	26.1%
Population Health Sciences	9.20	11.60	44.2%
Psychiatry	7.51	9.70	43.6%
Radiology	1.50	13.65	9.9%
Surgery	-	27.00	0.0%
School of Pharmacy	5.50	25.00	18.0%
Animal Health & Biomedical Sciences	1.00	6.00	14.3%
Medical Sciences	3.00	10.00	23.1%
Pathobiological Sciences	1.00	13.00	7.1%
Comparative Biosciences	4.00	10.00	28.6%
Surgical Sciences	1.00	7.00	12.5%

Social Studies	215.70	381.48	36.1%
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Agricultural & Applied Economics	1.00	21.90	4.4%
Life Sciences Communication	4.80	4.00	54.5%
Rural Sociology	3.00	10.00	23.1%
Natural Resources-Landscape Architecture	4.00	3.00	57.1%
Urban & Regional Planning	-	3.00	0.0%
School of Business	14.75	64.75	18.6%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	14.00	15.15	48.0%
Educational Administration	3.75	11.00	25.4%
Educational Policy Studies	5.00	7.00	41.7%
Educational Psychology	5.00	11.00	31.3%
Rehabilitation Psychology & Special Education	5.00	5.00	50.0%
School of Human Ecology	23.20	13.00	64.1%
Law School	12.50	28.25	30.7%
Anthropology	7.50	14.00	34.9%
Afro-American Studies	5.00	5.25	48.8%
Communication Arts	10.00	12.00	45.5%
Economics	4.20	23.75	15.0%
Ethnic Studies	1.00	-	100.0%
Geography	4.00	14.00	22.2%
LaFollette School of Public Affairs	2.50	6.50	27.8%

School of Journalism & Mass Communication	5.00	9.50	34.5%
School of Library & Information Studies	7.00	1.50	82.4%
Political Science	7.00	28.25	19.9%
Psychology	13.00	23.00	36.1%
Social Work	9.50	6.00	61.3%
Sociology	15.50	28.42	35.3%
Urban & Regional Planning	1.00	4.75	17.4%
School of Nursing	21.50	-	100.0%
Professional Development & Applied Studies	2.00	3.51	36.3%
Humanities	154.75	227.73	40.5%
Art	11.00	18.00	37.9%
Dance	2.00	3.00	40.0%
African Languages & Literature	4.00	3.50	53.3%
Art History	8.00	4.75	62.7%
Classics	6.00	3.50	63.2%
Comparative Literature	1.00	4.25	19.0%
East Asian Languages & Literature	5.00	6.00	45.5%
English	26.70	24.30	52.4%
French & Italian	8.00	14.25	36.0%
German	6.00	10.35	36.7%
Hebrew & Semitic Studies	3.00	3.00	50.0%
History	15.50	32.50	32.3%
History of Science	2.00	5.50	26.7%
Linguistics	4.00	4.00	50.0%
School of Music	14.00	32.50	30.1%
Philosophy	4.00	16.00	20.0%
Scandinavian Studies	3.00	2.00	60.0%
Slavic Languages	3.00	7.00	30.0%
Languages & Cultures of Asia	4.50	8.33	35.1%
Spanish & Portuguese	9.00	14.00	39.1%
Theatre & Drama	6.75	8.00	45.8%
Women's Studies Program	3.50	-	100.0%
School of Library & Information Studies	-	1.00	0.0%
Liberal Studies & the Arts	4.80	2.00	70.6%

SOURCE: October 2004 IADS Frozen slice

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.

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

February, 2005

Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2004

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	26.00	6.00	23.00	277.45	60.50	72.60	8.6%	9.0%	24.1%
Biological Systems Engineering	-	-	1.00	11.25	1.00	1.00	0.0%	0.0%	50.0%
Soil Science	-	-	3.50	14.00	1.00	2.00	0.0%	0.0%	63.6%
Chemical & Biological Engineering	1.00	-	-	8.00	4.00	5.00	11.1%	0.0%	0.0%
Civil & Environmental Engineering	1.00	-	1.00	15.00	8.00	3.00	6.3%	0.0%	25.0%
Electrical & Computer Engineering	1.00	1.00	3.00	22.25	9.00	7.00	4.3%	10.0%	30.0%
Biomedical Engineering	-	-	3.00	2.50	1.00	2.60	0.0%	0.0%	53.6%
Industrial Engineering	3.25	1.00	1.00	7.00	2.00	3.00	31.7%	33.3%	25.0%
Mechanical Engineering	1.00	1.00	1.00	18.00	2.75	8.00	5.3%	26.7%	11.1%
Materials Science & Engineering	1.00	-	2.00	9.00	2.00	3.00	10.0%	0.0%	40.0%
Engineering Physics	0.50	1.00	-	11.25	3.25	5.00	4.3%	23.5%	0.0%
Engineering Professional Development	-	-	-	2.00	3.00	2.00	0.0%	0.0%	0.0%
Astronomy	1.75	1.00	-	8.00	3.00	-	17.9%	25.0%	N/A
Chemistry	1.50	-	2.00	28.00	-	7.00	5.1%	N/A	22.2%
Computer Sciences	2.00	1.00	1.00	21.00	1.00	7.00	8.7%	50.0%	12.5%
Geology & Geophysics	4.00	-	1.00	10.00	2.00	3.00	28.6%	0.0%	25.0%
Mathematics	2.75	-	0.50	37.00	8.25	5.00	6.9%	0.0%	9.1%
Atmospheric & Oceanic Sciences	-	-	1.00	9.00	1.00	4.00	0.0%	0.0%	20.0%
Physics	4.25	-	-	34.00	6.75	4.00	11.1%	0.0%	0.0%
Statistics	1.00	-	2.00	10.20	1.50	1.00	8.9%	0.0%	66.7%
Biological Sciences	60.31	42.25	69.00	382.89	99.15	114.40	13.6%	29.9%	37.6%
Agronomy	-	1.00	-	14.00	-	4.00	0.0%	100.0%	0.0%
Animal Science	-	-	-	14.60	1.00	2.00	0.0%	0.0%	0.0%
Bacteriology	1.00	2.00	1.00	10.00	2.00	2.00	9.1%	50.0%	33.3%
Biochemistry	6.00	-	2.50	22.00	1.00	2.00	21.4%	0.0%	55.6%
Dairy Science	1.00	1.00	-	7.40	2.00	3.00	11.9%	33.3%	0.0%
Entomology	1.00	-	2.00	9.00	-	3.00	10.0%	N/A	40.0%
Food Microbiology & Toxicology	1.00	-	-	3.00	-	1.00	25.0%	N/A	0.0%
Food Science	-	1.00	1.00	11.00	1.00	1.00	0.0%	50.0%	50.0%
Genetics	-	0.50	1.00	11.00	0.50	0.50	0.0%	50.0%	66.7%
Horticulture	-	-	3.00	7.50	1.00	3.00	0.0%	0.0%	50.0%
Nutritional Sciences	3.00	-	2.00	3.50	2.00	0.00	46.2%	0.0%	100.0%
Plant Pathology	3.00	2.00	1.00	7.00	1.00	1.00	30.0%	66.7%	50.0%
Forest Ecology & Management	-	0.50	-	10.13	-	3.00	0.0%	100.0%	0.0%
Natural Resources - Wildlife Ecology	-	-	-	3.00	1.00	1.00	0.0%	0.0%	0.0%
Kinesiology	1.00	2.00	6.00	2.00	3.00	1.00	33.3%	40.0%	85.7%
Nelson Institute for Environmental Studies	-	1.50	1.00	4.07	-	-	0.0%	100.0%	100.0%
Botany	3.00	-	3.00	9.00	-	1.50	25.0%	N/A	66.7%

Communicative Disorders	3.00	1.00	4.00	5.00	1.00	0.00	37.5%	50.0%	100.0%
Zoology	2.00	1.00	5.00	10.00	2.00	4.00	16.7%	33.3%	55.6%
Anatomy	3.00	2.00	1.00	8.50	3.00	3.00	26.1%	40.0%	25.0%
Anesthesiology	-	-	-	1.00	1.00	2.00	0.0%	0.0%	0.0%
Biostatistics & Medical Informatics	-	1.25	1.50	3.25	1.50	2.50	0.0%	45.5%	37.5%
Family Medicine	1.00	-	1.00	3.10	1.65	2.00	24.4%	0.0%	33.3%
Genetics	-	0.50	2.00	2.99	0.50	1.50	0.0%	50.0%	57.1%
Obstetrics & Gynecology	-	1.00	1.00	6.00	-	2.00	0.0%	100.0%	33.3%
Medical History & Bioethics	1.00	1.00	0.50	2.90	1.00	2.00	25.6%	50.0%	20.0%
Human Oncology	-	1.00	-	4.05	3.00	0.20	0.0%	25.0%	0.0%
Medicine	3.00	1.00	5.00	24.14	17.75	14.00	11.1%	5.3%	26.3%
Dermatology	-	-	-	3.00	-	2.00	0.0%	N/A	0.0%
Medical Microbiology	1.00	-	3.20	5.50	1.00	1.00	15.4%	0.0%	76.2%
Medical Physics	-	1.00	-	6.90	1.25	5.00	0.0%	44.4%	0.0%
Neurology	1.00	-	-	7.50	1.00	-	11.8%	0.0%	N/A
Neurological Surgery	-	1.00	-	1.00	1.00	2.00	0.0%	50.0%	0.0%
Oncology	2.00	-	0.75	10.90	-	1.00	15.5%	N/A	42.9%
Ophthalmology & Visual Sciences	2.60	1.00	-	5.00	4.00	1.00	34.2%	20.0%	0.0%
Orthopedics & Rehabilitation	-	1.00	-	3.50	3.00	5.00	0.0%	25.0%	0.0%
Pathology & Laboratory Medicine	2.00	3.00	-	7.51	2.00	5.00	21.0%	60.0%	0.0%
Pediatrics	1.00	2.00	5.75	9.20	1.00	3.00	9.8%	66.7%	65.7%
Pharmacology	1.00	-	1.00	6.00	1.00	3.00	14.3%	0.0%	25.0%
Biomolecular Chemistry	1.00	1.00	0.80	5.00	2.00	1.00	16.7%	33.3%	44.4%
Physiology	2.00	2.00	2.00	14.00	2.00	1.00	12.5%	50.0%	66.7%
Population Health Sciences	4.20	2.00	3.00	7.60	2.00	2.00	35.6%	50.0%	60.0%
Psychiatry	3.51	1.00	3.00	5.70	-	4.00	38.1%	100.0%	42.9%
Radiology	0.50	-	1.00	8.45	3.00	2.20	5.6%	0.0%	31.3%
Surgery	-	-	-	16.00	7.00	4.00	0.0%	0.0%	0.0%
School of Pharmacy	1.50	2.00	2.00	14.00	8.00	3.00	9.7%	20.0%	40.0%
Animal Health & Biomedical Sciences	-	-	1.00	5.00	-	1.00	0.0%	N/A	50.0%
Medical Sciences	1.00	2.00	-	3.00	6.00	1.00	25.0%	25.0%	0.0%
Pathobiological Sciences	-	1.00	-	9.00	2.00	2.00	0.0%	33.3%	0.0%
Comparative Biosciences	3.00	-	1.00	7.00	1.00	2.00	30.0%	0.0%	33.3%
Surgical Sciences	-	1.00	-	3.00	3.00	1.00	0.0%	25.0%	0.0%

Social Studies	108.20	29.00	78.50	237.98	53.50	90.00	31.3%	35.2%	46.6%
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Agricultural & Applied Economics	-	-	1.00	15.90	3.00	3.00	0.0%	0.0%	25.0%
Life Sciences Communication	1.80	1.00	2.00	2.00	1.00	1.00	47.4%	50.0%	66.7%
Rural Sociology	2.00	-	1.00	6.00	2.00	2.00	25.0%	0.0%	33.3%
Natural Resources-Landscape Architecture	1.00	1.00	2.00	2.00	-	1.00	33.3%	100.0%	66.7%
Urban & Regional Planning	-	-	-	2.00	-	1.00	0.0%	N/A	0.0%
School of Business	2.00	3.75	9.00	33.75	17.00	14.00	5.6%	18.1%	39.1%
Counseling Psychology	1.00	1.00	2.00	3.00	1.00	-	25.0%	50.0%	100.0%
Curriculum & Instruction	6.75	1.25	6.00	11.15	-	4.00	37.7%	100.0%	60.0%
Educational Administration	1.75	2.00	-	7.00	1.00	3.00	20.0%	66.7%	0.0%

Educational Policy Studies	2.00	1.00	2.00	6.00	-	1.00	25.0%	100.0%	66.7%
Educational Psychology	3.00	-	2.00	7.00	2.00	2.00	30.0%	0.0%	50.0%
Rehabilitation Psychology & Special Education	3.00	-	2.00	2.00	1.00	2.00	60.0%	0.0%	50.0%
School of Human Ecology	13.20	5.00	5.00	7.00	2.00	4.00	65.3%	71.4%	55.6%
Law School	10.50	-	2.00	21.25	2.00	5.00	33.1%	0.0%	28.6%
Anthropology	5.50	1.00	1.00	7.00	-	7.00	44.0%	N/A	12.5%
Afro-American Studies	4.00	-	1.00	3.25	1.00	1.00	55.2%	0.0%	50.0%
Communication Arts	5.00	1.00	4.00	6.00	2.00	4.00	45.5%	33.3%	50.0%
Economics	1.20	-	3.00	16.75	2.00	5.00	6.7%	0.0%	37.5%
Ethnic Studies	1.00	-	-	-	-	-	100.0%	N/A	N/A
Geography	-	1.00	3.00	8.00	4.00	2.00	N/A	20.0%	60.0%
LaFollette School of Public Affairs	1.50	1.00	-	4.50	-	2.00	25.0%	100.0%	0.0%
School of Journalism & Mass Communication	3.00	-	2.00	9.00	-	0.50	25.0%	#DIV/0!	80.0%
School of Library & Information Studies	2.00	-	5.00	1.00	-	0.50	66.7%	#DIV/0!	90.9%
Political Science	4.00	-	3.00	16.25	2.00	10.00	19.8%	0.0%	23.1%
Psychology	11.00	2.00	-	14.00	2.00	7.00	44.0%	50.0%	0.0%
Social Work	2.50	2.00	5.00	4.00	-	2.00	38.5%	100.0%	71.4%
Sociology	8.00	-	7.50	14.92	7.50	6.00	34.9%	0.0%	55.6%
Urban & Regional Planning	-	-	1.00	3.75	1.00	-	0.0%	0.0%	100.0%
School of Nursing	10.50	4.00	7.00	-	-	-	100.0%	100.0%	100.0%
Professional Development & Applied Studies	1.00	1.00	-	3.51	-	-	22.2%	100.0%	N/A

Humanities

Humanities	86.50	30.75	37.50	149.73	36.00	42.00	36.6%	46.1%	47.2%
Art	5.00	4.00	2.00	12.00	4.00	2.00	29.4%	50.0%	50.0%
Dance	2.00	-	-	1.00	2.00	-	66.7%	0.0%	N/A
African Languages & Literature	3.00	-	1.00	2.50	-	1.00	54.5%	N/A	50.0%
Art History	4.00	-	4.00	2.75	2.00	-	59.3%	0.0%	100.0%
Classics	3.00	1.00	2.00	2.00	0.50	1.00	60.0%	66.7%	66.7%
Comparative Literature	1.00	-	-	2.25	-	2.00	30.8%	#DIV/0!	0.0%
East Asian Languages & Literature	1.00	1.00	3.00	3.00	2.00	1.00	25.0%	33.3%	75.0%
English	16.70	3.00	7.00	17.30	2.00	5.00	49.1%	60.0%	58.3%
French & Italian	4.00	4.00	-	11.25	2.00	1.00	26.2%	66.7%	0.0%
German	4.00	1.00	1.00	7.35	2.00	1.00	35.2%	33.3%	50.0%
Hebrew & Semitic Studies	1.00	1.00	1.00	2.00	-	1.00	33.3%	100.0%	50.0%
History	10.50	3.00	2.00	20.00	5.50	7.00	34.4%	35.3%	22.2%
History of Science	-	1.00	1.00	2.50	2.00	1.00	0.0%	33.3%	50.0%
Linguistics	3.00	-	1.00	2.00	1.00	1.00	60.0%	0.0%	50.0%
School of Music	8.00	3.00	3.00	24.50	4.00	4.00	24.6%	42.9%	42.9%
Philosophy	2.00	1.00	1.00	14.00	-	2.00	12.5%	N/A	33.3%
Scandinavian Studies	2.00	-	1.00	2.00	-	-	50.0%	N/A	100.0%
Slavic Languages	2.00	1.00	-	5.00	1.00	1.00	28.6%	50.0%	0.0%
Languages & Cultures of Asia	3.50	-	1.00	4.33	2.00	2.00	44.7%	0.0%	33.3%
Spanish & Portuguese	4.00	2.00	3.00	7.00	2.00	5.00	36.4%	50.0%	37.5%
Theatre & Drama	3.00	2.75	1.00	3.00	2.00	3.00	50.0%	57.9%	25.0%
Women's Studies Program	1.00	-	2.50	-	-	-	N/A	N/A	100.0%

School of Library & Information Studies	-	-	-	-	-	1.00			
Liberal Studies & the Arts	2.80	2.00	-	2.00	-	-	58.3%	100.0%	N/A

SOURCE: October 2004 IADS Frozen slice

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
February, 2005

2000 - 2004

<u>Division/Department</u>	<u>Women</u>			<u>Men</u>		
	<u>Reviewed</u>	<u>Achieved</u>	<u>%</u>	<u>Reviewed</u>	<u>Achieved</u>	<u>%</u>
Physical Sciences	8	8	100.0%	49	46	93.9%
Biological Sciences	26	22	84.6%	46	41	89.1%
Social Studies	26	23	88.5%	35	32	91.4%
Humanities	25	24	96.0%	25	25	100.0%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2004

Physical Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	17	0.0%	11.8%	88.2%	87	0.0%	24.1%	75.9%
1991-95	7	0.0%	57.1%	42.9%	35	0.0%	20.0%	80.0%
1995-99	10	0.0%	40.0%	60.0%	34	0.0%	11.8%	88.2%
1999-03	15	66.7%	6.7%	26.7%	76	65.8%	7.9%	26.3%
2003-07	12	100.0%	0.0%	0.0%	23	95.7%	0.0%	4.3%

Biological Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	29	0.0%	44.8%	55.2%	101	0.0%	30.7%	69.3%
1991-95	26	0.0%	26.9%	73.1%	82	0.0%	24.4%	75.6%
1995-99	23	21.7%	8.7%	69.6%	49	6.1%	24.5%	69.4%
1999-03	46	80.4%	13.0%	6.5%	86	83.7%	8.1%	8.1%
2003-07	18	100.0%	0.0%	0.0%	30	100.0%	0.0%	0.0%

Social Studies

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	72	0.0%	51.4%	48.6%	82	0.0%	54.2%	45.8%
1991-95	48	4.2%	41.7%	54.2%	50	0.0%	42.0%	58.0%
1995-99	41	9.8%	48.8%	41.5%	54	3.7%	48.1%	48.1%
1999-03	52	69.2%	23.1%	7.7%	78	62.8%	15.4%	21.8%
2003-07	27	100.0%	0.0%	0.0%	23	87.0%	4.3%	8.7%

Humanities

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	44	0.0%	36.4%	63.6%	50	0.0%	36.0%	64.0%
1991-95	27	0.0%	22.2%	77.8%	25	0.0%	24.0%	76.0%
1995-99	23	4.3%	17.4%	78.3%	21	0.0%	14.3%	85.7%
1999-03	47	61.7%	6.4%	31.9%	43	67.4%	9.3%	23.3%
2003-07	9	100.0%	0.0%	0.0%	16	100.0%	0.0%	0.0%

SOURCE: UW Madison Tenure file and IADS appointment information system, Dec 2004

NOTE: Numbers in **BOLDFACE** are final; numbers in normal typeface are in flux and will change year-to-year as new faculty are hired, are tenured, and/or leave the UW without tenure.

NOTE: Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions.

NOTE: 1987-91 cohort hired between June 1987 and May 1991; 1991-95 cohort hired between June 1991 and May 1995; 1995-99 cohort hired between June 1995 and May 1999; 1999-03 cohort hired between June 1999 and May 2003; 2003-07 cohort hired after May 15 2003.

Table 4. Median Years in Rank by Gender, 2004

Division	Women			Men			Women's Median Time in Rank as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Total	6.1	2.1	3.0	12.1	3.1	3.1	50.4%	67.7%	96.8%
Physical Sciences	3.2	0.6	1.8	12.1	2.2	2.8	26.0%	27.3%	64.3%
Biological Sciences	7.3	3.3	2.6	11.3	5.1	2.9	64.6%	64.7%	89.7%
Social Studies	6.1	2.1	3.1	12.1	2.1	3.1	50.4%	100.0%	100.0%
Humanities	6.1	2.1	3.3	12.1	3.1	3.1	50.4%	67.7%	106.5%

SOURCE: UW Madison IADS (Integrated Appointment Data System), October 2004

NOTES:

Years in rank computed only for those currently holding that rank.

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

May 2005

Table 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2004

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	4.0	14.5	6.0	1.0	15.0	19.0	6.0	2.0	26.7%	76.3%	100.0%	50.0%
Biological Sciences	7.0	17.0	9.0	2.0	14.0	19.0	10.0	2.0	50.0%	89.5%	90.0%	100.0%
Social Studies	8.0	15.0	7.0	3.0	12.0	19.0	5.0	3.0	66.7%	78.9%	140.0%	100.0%
Humanities	12.0	16.0	6.0	3.0	14.0	19.0	7.0	3.0	85.7%	84.2%	85.7%	100.0%

SOURCE: October 2004 IADS Frozen slice

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

February, 2005

Table 5b. Attrition by Gender, 2003-2004

	FTEs			%		
	Retired	Resigned	2003 Total FTE	Retired	Resigned	Left UW
Total	62	41	2210.61	2.8%	1.9%	4.7%
Women	7	15	580.46	1.2%	2.6%	3.8%
Men	55	26	1630.15	3.4%	1.6%	5.0%
Physical Sciences						
Women	0	2	47.50	0.0%	4.2%	4.2%
Men	13	5	410.05	3.2%	1.2%	4.4%
Biological Sciences						
Women	0	4	165.51	0.0%	2.4%	2.4%
Men	15	10	598.19	2.5%	1.7%	4.2%
Social Studies						
Women	6	6	211.70	2.8%	2.8%	5.7%
Men	12	11	388.38	3.1%	2.8%	5.9%
Humanities						
Women	1	3	155.75	0.6%	1.9%	2.6%
Men	15	0	233.53	6.4%	0.0%	6.4%

SOURCE: IADS appointment system, Feb. 2005

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.

Discipline is assigned based on appointment major department.

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

February, 2005

Table 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2004

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.7	29.7	0.8	53.0	35.9%
Research	0.7	28.1	0.9	267.3	9.5%
Clinical	0.1	0.1	N/A	N/A	N/A
Biological Sciences					
Teaching	0.6	43.8	0.7	35.0	55.6%
Research	0.8	240.0	0.9	343.7	41.1%
Clinical	0.8	281.6	0.9	534.3	34.5%
Social Studies					
Teaching	0.5	88.8	0.5	62.0	58.9%
Research	0.8	73.8	0.8	48.7	60.3%
Clinical	0.7	42.9	1.0	14.5	74.8%
Humanities					
Teaching	0.6	57.1	0.6	38.3	59.9%
Research	0.9	3.5	1.0	8.0	30.4%
Clinical	0.5	1.4	0.5	2.0	41.8%
Administrative Units					
Teaching	0.8	3.8	0.6	3.0	55.7%
Research	0.8	4.1	0.9	5.5	42.8%
Clinical	0.5	2.8	0.5	2.1	57.9%

SOURCE: October Payroll 2004

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 and Kyung Ae Jun, Office of Academic Planning and Analysis
March, 2005

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2004

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	30	291	9.3%	1	18	5.3%	3.3%	6.2%
Biological Sciences	63	404	13.5%	2	45	4.3%	3.2%	11.1%
Social Studies	79	186	29.8%	7	18	28.0%	8.9%	9.7%
Humanities	89	155	36.5%	5	17	22.7%	5.6%	11.0%
Total	248	983	20.1%	15	98	13.3%	6.0%	10.0%

SOURCE: IADS appointment system frozen slice, October 2004.

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: KyungAe Jun and Margaret Harrigan, Office of Academic Planning and Analysis
March 2005

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2004

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	28	305	8.4%	1	6	14.3%	3.6%	2.0%
Biological Sciences	58	353	14.1%	2	13	13.3%	3.4%	3.7%
Social Studies	98	244	28.7%	12	17	41.4%	12.2%	7.0%
Humanities	99	158	38.5%	2	3	40.0%	2.0%	1.9%
Total	283	1060	21.1%	17	36	32.1%	6.0%	3.4%

SOURCE: IADS Frozen Appointment Data view, October 2004.

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: KyungAe Jun and Margaret Harrigan, Office of Academic Planning and Analysis
March 2005

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2004

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	28	305	8.4%	1	1	50.0%	3.6%	0.3%
Biological Sciences	58	353	14.1%	0	3	0.0%	0.0%	0.8%
Social Studies	98	244	28.7%	1	1	50.0%	1.0%	0.4%
Humanities	99	158	38.5%	1	1	N/A	1.0%	0.6%
Total	283	1060	21.1%	3	6	33.3%	1.1%	0.6%

SOURCE: IADS Frozen Appointment Data view, October 2004.

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: KyungAe Jun and Margaret Harrigan, Office of Academic Planning and Analysis
March 2005

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2004

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	28	305	8.4%	0	18	0.0%	0.0%	5.9%
Biological Sciences	58	353	14.1%	2	15	11.8%	3.4%	4.2%
Social Studies	98	244	28.7%	8	10	44.4%	8.2%	4.1%
Humanities	99	158	38.5%	7	12	36.8%	7.1%	7.6%
Total	283	1060	21.1%	12	61	16.4%	4.2%	5.8%

SOURCE: IADS appointment system frozen slice, October 2003.

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: Mei-Hsia Chen and Margaret Harrigan, Office of Academic Planning and Analysis
March 2004

Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs Chairs, 2004

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	11	26.7%
Hilldale Professors	1	12	7.7%
John Bascom Professors	1	4	20.0%
Evju-Bascom Professors	3	6	33.3%
Named-Bascom Professors	19	43	30.6%
Steenbock Professors	1	9	10.0%
Wisconsin Distinguished Professors	0	9	0.0%
Other named professorships (incl. WARF)	31	192	13.9%
Holds two named professorships	7	35	16.7%
New named professorships	14	46	23.3%
Number holding named professorships	53	251	17.4%
Full Professors at UW-Madison	263	1060	19.9%
Major Awards			
Vilas Associate Award	N/A	N/A	N/A
Hilldale Award	2	2	50.0%
H. I. Romnes Faculty Fellowship	1	6	14.3%
WARF Kellett Mid-Career Award	2	3	40.0%
Tenured Professors at UW-Madison	373	1313	22.1%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2004.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2004; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2004.

Prepared by: Jennifer Sheridan, WISELI
January, 2004

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2004

	Women	Men	% Female
Faculty Senate			
Physical Sciences	1	44	2.2%
Biological Sciences	10	64	13.5%
Social Studies	19	40	32.2%
Arts & Humanities	17	23	42.5%
Senators (total)	47	171	21.6%
Physical Sciences	2	31	6.1%
Biological Sciences	23	43	34.8%
Social Studies	12	31	27.9%
Arts & Humanities	14	18	43.8%
Alternates (Total)	51	123	29.3%
Athletic Board	7	16	30.4%
Campus Planning Committee	4	9	30.8%
Divisional Executive Committees*			
Physical Sciences	1	11	8.3%
Bio. Sciences, Curriculum Planning	2	7	22.2%
Bio. Sciences, Strategic Planning	1	8	11.1%
Bio. Sciences, Tenure	5	7	41.7%
Social Studies	3	9	25.0%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	3	6	33.3%
Faculty Rights and Responsibilities Committee*	2	7	22.2%
Library Committee*	6	5	54.5%
University Committee*	2	4	33.3%
University Academic Planning Council	5	9	35.7%
Graduate School Academic Planning Council	2	6	25.0%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	0	4	0.0%
Social Studies	3	3	50.0%
Arts & Humanities	4	1	80.0%
Graduate School Research Committee			
Physical Sciences	3	8	27.3%
Biological Sciences	2	10	16.7%
Social Studies	3	6	33.3%
Arts & Humanities	4	7	36.4%
All Faculty	603	1635	26.9%
Physical Sciences	59	451	11.6%
Biological Sciences	154	554	21.8%
Social Studies	210	385	35.3%
Arts & Humanities	180	245	42.4%

SOURCE: 2004-2005 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2004. Totals from IADS appointment system frozen slice October 2004.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2004. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

Prepared by: Jennifer Sheridan, WISELI

January, 2005

* Members chosen by election of faculty.

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2004

<u>Division/Department</u>	<u>Women, Median</u>	<u>Men, Median</u>	<u>Women's Median as % of Men's</u>
Physical Sciences	81,000	92,287	87.8%
Biological Systems Engineering	56,364	81,704	69.0%
Soil Science	59,727	74,969	79.7%
Chemical & Biological Engineering	100,143	95,111	105.3%
Civil & Environmental Engineering	81,476	84,306	96.6%
Electrical & Computer Engineering	81,000	96,626	83.8%
Biomedical Engineering	72,881	90,139	80.9%
Industrial Engineering	97,443	119,765	81.4%
Mechanical Engineering	85,705	98,960	86.6%
Materials Science & Engineering	78,000	110,329	70.7%
Engineering Physics	87,789	103,042	85.2%
Engineering Professional Development	N/A	88,814	N/A
Astronomy	90,393	94,343	95.8%
Chemistry	60,884	99,006	61.5%
Computer Sciences	93,369	113,140	82.5%
Geology & Geophysics	72,891	74,446	97.9%
Mathematics	86,957	85,523	101.7%
Atmospheric & Oceanic Sciences	58,500	83,453	70.1%
Physics	111,271	88,925	125.1%
Statistics	63,173	93,177	67.8%
Biological Sciences	72,639	84,143	86.3%
Agronomy	63,789	71,187	89.6%
Animal Science	N/A	84,770	N/A
Bacteriology	74,821	85,212	87.8%
Biochemistry	89,608	103,129	86.9%
Dairy Science	77,037	77,931	98.9%
Entomology	58,507	81,794	71.5%
Food Microbiology & Toxicology	74,668	79,313	94.1%
Food Science	61,570	81,726	75.3%
Genetics	65,454	98,680	66.3%
Horticulture	60,933	73,503	82.9%
Nutritional Sciences	79,351	92,623	85.7%
Plant Pathology	71,068	90,246	78.7%
Forest Ecology & Management	66,791	84,593	79.0%
Natural Resources - Wildlife Ecology	N/A	80,599	N/A
Kinesiology	56,600	64,892	87.2%
Nelson Institute for Environmental Studies	67,862	88,428	76.7%
Botany	64,258	87,169	73.7%
Communicative Disorders	71,074	90,455	78.6%
Zoology	63,601	72,932	87.2%
Anatomy	84,664	94,055	90.0%
Anesthesiology	N/A	77,363	N/A
Biostatistics & Medical Informatics	67,360	86,284	78.1%

Family Medicine	86,857	92,797	93.6%
Genetics	63,946	81,240	78.7%
Obstetrics & Gynecology	48,557	86,959	55.8%
Medical History & Bioethics	76,196	97,410	78.2%
Human Oncology	68,132	84,884	80.3%
Medicine	70,412	81,056	86.9%
Dermatology	N/A	107,675	N/A
Medical Microbiology	64,627	95,291	67.8%
Medical Physics	78,172	77,588	100.8%
Neurology	99,948	95,477	104.7%
Neurological Surgery	64,082	53,157	120.6%
Oncology	103,496	107,513	96.3%
Ophthalmology & Visual Sciences	90,084	102,219	88.1%
Orthopedics & Rehabilitation	69,539	61,675	112.8%
Pathology & Laboratory Medicine	91,599	84,873	107.9%
Pediatrics	81,818	94,393	86.7%
Pharmacology	84,699	92,446	91.6%
Biomolecular Chemistry	76,196	95,140	80.1%
Physiology	85,148	94,995	89.6%
Population Health Sciences	86,728	106,677	81.3%
Psychiatry	68,240	80,191	85.1%
Radiology	39,217	73,332	53.5%
Surgery	N/A	70,400	N/A
School of Pharmacy	70,490	77,623	90.8%
Animal Health & Biomedical Sciences	63,982	82,560	77.5%
Medical Sciences	73,827	73,423	100.5%
Pathobiological Sciences	67,322	90,906	74.1%
Comparative Biosciences	85,510	78,039	109.6%
Surgical Sciences	74,268	69,166	107.4%

Social Studies	85,275	91,852	92.8%
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Agricultural & Applied Economics	65,856	90,192	73.0%
Life Sciences Communication	67,476	73,907	91.3%
Rural Sociology	82,729	72,503	114.1%
Natural Resources-Landscape Architecture	60,059	73,010	82.3%
Urban & Regional Planning	N/A	71,111	N/A
School of Business	126,539	141,571	89.4%
Counseling Psychology	62,253	85,840	72.5%
Curriculum & Instruction	61,436	85,253	72.1%
Educational Administration	65,629	87,068	75.4%
Educational Policy Studies	66,831	84,563	79.0%
Educational Psychology	85,848	85,317	100.6%
Rehabilitation Psychology & Special Education	71,040	63,539	111.8%
School of Human Ecology	69,919	65,282	107.1%
Law School	122,589	117,917	104.0%
Anthropology	64,606	60,718	106.4%
Afro-American Studies	85,091	93,172	91.3%
Communication Arts	66,048	64,957	101.7%
Economics	73,674	162,606	45.3%
Ethnic Studies	91,071	N/A	N/A
Geography	53,954	70,390	76.6%

LaFollette School of Public Affairs	88,546	94,508	93.7%
School of Journalism & Mass Communication	70,873	72,963	97.1%
School of Library & Information Studies	58,000	71,528	81.1%
Political Science	78,948	80,971	97.5%
Psychology	92,680	85,819	108.0%
Social Work	66,996	85,144	78.7%
Sociology	66,478	86,000	77.3%
Urban & Regional Planning	56,815	71,393	79.6%
School of Nursing	78,552	N/A	N/A
Professional Development & Applied Studies	58,835	73,172	80.4%
Humanities	66,932	71,868	93.1%
Art	62,573	66,400	94.2%
Dance	62,466	60,940	102.5%
African Languages & Literature	78,043	76,859	101.5%
Art History	68,762	75,889	90.6%
Classics	65,411	85,749	76.3%
Comparative Literature	83,753	72,856	115.0%
East Asian Languages & Literature	50,652	67,994	74.5%
English	76,557	84,390	90.7%
French & Italian	56,959	82,685	68.9%
German	64,295	69,244	92.9%
Hebrew & Semitic Studies	60,783	95,440	63.7%
History	77,954	78,321	99.5%
History of Science	60,158	66,450	90.5%
Linguistics	67,805	58,238	116.4%
School of Music	68,194	72,385	94.2%
Philosophy	62,371	77,330	80.7%
Scandinavian Studies	76,276	66,571	114.6%
Slavic Languages	78,050	81,000	96.4%
Languages & Cultures of Asia	73,168	71,349	102.5%
Spanish & Portuguese	63,158	61,802	102.2%
Theatre & Drama	64,459	65,641	98.2%
Women's Studies Program	50,348	N/A	N/A
School of Library & Information Studies	N/A	66,725	N/A
Liberal Studies & the Arts	67,811	68,178	99.5%

SOURCE: October 2004 IADS Frozen slice

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. Salary paid on 9-month basis.

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

February, 2005

Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2004

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	100,161	86,747	71,376	103,191	79,924	71,736	97.1%	108.5%	99.5%
Biological Systems Engineering	N/A	N/A	56,364	81,981	72,032	58,507	N/A	N/A	96.3%
Soil Science	N/A	N/A	59,727	82,299	66,027	57,254	N/A	N/A	104.3%
Chemical & Biological Engineering	100,143	N/A	N/A	139,565	88,552	72,684	71.8%	N/A	N/A
Civil & Environmental Engineering	92,081	N/A	70,871	107,635	81,048	80,000	85.5%	N/A	88.6%
Electrical & Computer Engineering	105,716	94,606	81,000	111,627	91,071	80,971	94.7%	103.9%	100.0%
Biomedical Engineering	N/A	N/A	72,881	112,429	111,271	78,951	N/A	N/A	92.3%
Industrial Engineering	100,161	90,000	75,921	126,221	92,808	75,921	79.4%	97.0%	100.0%
Mechanical Engineering	136,945	85,705	71,881	112,239	85,863	69,861	122.0%	99.8%	102.9%
Materials Science & Engineering	102,366	N/A	77,466	131,101	75,897	76,931	78.1%	N/A	100.7%
Engineering Physics	92,200	87,789	N/A	136,420	86,728	82,991	67.6%	101.2%	N/A
Engineering Professional Development	N/A	N/A	N/A	111,841	93,274	72,560	N/A	N/A	N/A
Astronomy	90,393	66,568	N/A	97,536	70,800	N/A	92.7%	94.0%	N/A
Chemistry	90,000	N/A	59,313	112,018	N/A	60,464	80.3%	N/A	98.1%
Computer Sciences	111,726	80,239	85,567	118,341	88,344	82,991	94.4%	90.8%	103.1%
Geology & Geophysics	74,905	N/A	57,733	83,441	65,277	56,893	89.8%	N/A	101.5%
Mathematics	86,957	N/A	75,921	93,916	75,618	65,000	92.6%	N/A	116.8%
Atmospheric & Oceanic Sciences	N/A	N/A	58,500	89,630	69,967	60,266	N/A	N/A	97.1%
Physics	111,271	N/A	N/A	95,879	71,579	64,559	116.1%	N/A	N/A
Statistics	146,424	N/A	60,345	95,203	80,971	66,743	153.8%	N/A	90.4%
Biological Sciences	96,937	74,268	60,485	95,477	72,817	59,691	101.5%	102.0%	101.3%
Agronomy	N/A	63,789	N/A	71,350	N/A	58,054	N/A	N/A	N/A
Animal Science	N/A	N/A	N/A	88,322	75,098	56,815	N/A	N/A	N/A
Bacteriology	84,677	74,821	60,325	88,375	66,459	65,258	95.8%	112.6%	92.4%
Biochemistry	93,633	N/A	62,300	109,440	63,994	65,669	85.6%	N/A	94.9%
Dairy Science	N/A	77,037	N/A	80,587	63,698	57,834	N/A	120.9%	N/A
Entomology	76,677	N/A	57,642	87,878	N/A	56,926	87.3%	N/A	101.3%
Food Microbiology & Toxicology	74,668	N/A	N/A	84,058	N/A	60,593	88.8%	N/A	N/A
Food Science	N/A	65,123	58,016	84,686	66,479	64,976	N/A	98.0%	89.3%
Genetics	N/A	74,931	63,801	100,336	91,071	64,069	N/A	82.3%	99.6%
Horticulture	N/A	N/A	60,933	79,473	71,752	59,482	N/A	N/A	102.4%
Nutritional Sciences	80,858	N/A	60,122	110,000	70,499	N/A	73.5%	N/A	N/A
Plant Pathology	87,211	67,466	58,912	92,551	82,992	58,391	94.2%	81.3%	100.9%
Forest Ecology & Management	N/A	66,791	N/A	88,485	N/A	56,416	N/A	N/A	N/A
Natural Resources - Wildlife Ecology	N/A	N/A	N/A	88,234	68,667	57,273	N/A	N/A	N/A
Kinesiology	84,082	65,547	55,650	96,299	63,611	55,850	87.3%	103.0%	99.6%
Nelson Institute for Environmental Studies	N/A	67,862	70,871	88,428	N/A	N/A	N/A	N/A	N/A

Botany	92,638	N/A	53,588	88,724	N/A	50,671	104.4%	N/A	105.8%
Communicative Disorders	95,000	73,699	61,781	96,222	70,546	N/A	98.7%	104.5%	N/A
Zoology	87,742	64,147	59,758	84,913	61,843	56,914	103.3%	103.7%	105.0%
Anatomy	99,335	75,166	64,177	108,632	77,929	65,539	91.4%	96.5%	97.9%
Anesthesiology	N/A	N/A	N/A	95,699	70,183	71,290	N/A	N/A	N/A
Biostatistics & Medical Informatics	N/A	81,454	67,360	109,253	90,609	80,178	N/A	89.9%	84.0%
Family Medicine	115,785	N/A	57,928	101,170	92,797	77,273	114.4%	N/A	75.0%
Genetics	N/A	74,931	63,946	89,997	91,071	62,148	N/A	82.3%	102.9%
Obstetrics & Gynecology	N/A	62,650	34,465	93,963	N/A	58,370	N/A	N/A	59.0%
Medical History & Bioethics	141,131	76,196	58,685	124,126	N/A	59,331	113.7%	N/A	98.9%
Human Oncology	N/A	68,132	N/A	91,037	59,128	66,280	N/A	115.2%	N/A
Medicine	107,331	87,028	60,374	102,622	74,841	61,261	104.6%	116.3%	98.6%
Dermatology	N/A	N/A	N/A	124,876	N/A	60,869	N/A	N/A	N/A
Medical Microbiology	99,375	N/A	64,627	95,291	99,335	67,106	104.3%	N/A	96.3%
Medical Physics	N/A	78,172	N/A	86,939	78,443	66,280	N/A	99.7%	N/A
Neurology	99,948	N/A	N/A	95,477	86,245	N/A	104.7%	N/A	N/A
Neurological Surgery	N/A	64,082	N/A	110,399	47,472	51,680	N/A	135.0%	N/A
Oncology	105,175	N/A	68,151	107,513	N/A	66,280	97.8%	N/A	102.8%
Ophthalmology & Visual Sciences	95,759	77,815	N/A	116,604	81,796	65,383	82.1%	95.1%	N/A
Orthopedics & Rehabilitation	N/A	69,539	N/A	107,598	59,475	60,771	N/A	116.9%	N/A
Pathology & Laboratory Medicine	95,467	81,647	N/A	101,976	66,080	49,753	93.6%	123.6%	N/A
Pediatrics	107,478	82,958	55,757	106,501	69,352	56,162	100.9%	119.6%	99.3%
Pharmacology	107,273	N/A	62,124	110,015	78,676	64,776	97.5%	N/A	95.9%
Biomolecular Chemistry	91,517	76,196	62,148	101,472	75,164	66,326	90.2%	101.4%	93.7%
Physiology	109,607	85,148	62,008	104,671	88,246	60,681	104.7%	96.5%	102.2%
Population Health Sciences	101,309	69,638	64,340	115,916	65,997	74,544	87.4%	105.5%	86.3%
Psychiatry	99,067	68,240	58,016	100,231	N/A	58,044	98.8%	N/A	100.0%
Radiology	78,446	N/A	39,217	76,169	57,476	66,280	103.0%	N/A	59.2%
Surgery	N/A	N/A	N/A	76,256	64,977	36,985	N/A	N/A	N/A
School of Pharmacy	72,853	76,608	62,286	97,198	73,386	57,654	75.0%	104.4%	108.0%
Animal Health & Biomedical Sciences	N/A	N/A	63,982	89,709	N/A	58,016	N/A	N/A	110.3%
Medical Sciences	102,657	72,419	N/A	112,585	72,998	67,933	91.2%	99.2%	N/A
Pathobiological Sciences	N/A	67,322	N/A	95,012	65,961	62,882	N/A	102.1%	N/A
Comparative Biosciences	96,031	N/A	58,016	93,242	59,486	65,813	103.0%	N/A	88.2%
Surgical Sciences	N/A	74,268	N/A	114,407	68,969	62,457	N/A	107.7%	N/A
Social Studies	91,852	87,812	65,629	101,425	75,492	56,700	90.6%	116.3%	115.7%
Agricultural & Applied Economics	N/A	N/A	65,856	100,513	82,993	72,000	N/A	N/A	91.5%
Life Sciences Communication	85,720	67,476	60,182	91,062	63,623	52,490	94.1%	106.1%	114.7%
Rural Sociology	92,441	N/A	60,176	89,505	71,512	57,293	103.3%	N/A	105.0%
Natural Resources-Landscape Architecture	93,589	65,421	54,291	82,017	N/A	54,711	114.1%	N/A	99.2%
Urban & Regional Planning	N/A	N/A	N/A	78,575	N/A	55,998	N/A	N/A	N/A
School of Business	176,912	133,491	120,925	155,427	136,865	108,389	113.8%	97.5%	111.6%
Counseling Psychology	74,911	70,164	53,012	86,404	62,066	N/A	86.7%	113.0%	N/A
Curriculum & Instruction	83,374	61,436	55,480	94,154	N/A	57,586	88.6%	N/A	96.3%

Educational Administration	73,287	64,996	N/A	96,208	62,791	55,254	76.2%	103.5%	N/A
Educational Policy Studies	86,727	66,831	52,346	90,499	N/A	53,606	95.8%	N/A	97.6%
Educational Psychology	89,690	N/A	60,917	100,008	67,378	55,053	89.7%	N/A	110.7%
Rehabilitation Psychology & Special Education	77,233	N/A	56,371	84,742	63,539	56,371	91.1%	N/A	100.0%
School of Human Ecology	80,178	62,787	54,687	77,938	60,990	54,983	102.9%	102.9%	99.5%
Law School	123,378	N/A	89,466	132,187	95,314	90,652	93.3%	N/A	98.7%
Anthropology	67,550	N/A	53,443	78,217	N/A	50,671	86.4%	N/A	105.5%
Afro-American Studies	85,377	N/A	54,711	99,608	85,000	63,000	85.7%	N/A	86.8%
Communication Arts	72,891	81,000	52,691	77,869	60,365	53,113	93.6%	134.2%	99.2%
Economics	128,716	N/A	73,674	180,000	148,750	80,337	71.5%	N/A	91.7%
Ethnic Studies	91,071	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	N/A	58,137	53,196	92,844	60,980	53,846	N/A	95.3%	98.8%
LaFollette School of Public Affairs	85,437	88,546	N/A	108,154	N/A	63,653	79.0%	N/A	N/A
School of Journalism & Mass Communication	91,880	N/A	55,449	72,963	N/A	54,470	125.9%	N/A	101.8%
School of Library & Information Studies	73,463	N/A	55,721	71,528	N/A	54,470	102.7%	N/A	102.3%
Political Science	81,648	N/A	53,876	100,750	74,462	55,346	81.0%	N/A	97.3%
Psychology	98,497	70,500	N/A	101,976	65,543	57,741	96.6%	107.6%	N/A
Social Work	87,487	72,500	61,600	88,736	N/A	59,115	98.6%	N/A	104.2%
Sociology	101,176	N/A	55,721	110,977	71,881	54,156	91.2%	N/A	102.9%
Urban & Regional Planning	N/A	N/A	56,815	71,393	63,564	N/A	N/A	N/A	N/A
School of Nursing	87,812	71,566	60,706	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	65,159	52,511	N/A	73,172	N/A	N/A	89.0%	N/A	N/A

Humanities

Humanities	76,542	59,911	50,278	80,450	59,849	51,292	95.1%	100.1%	98.0%
Art	67,638	59,450	52,417	75,507	57,780	54,146	89.6%	102.9%	96.8%
Dance	62,466	N/A	N/A	60,940	58,425	N/A	102.5%	N/A	N/A
African Languages & Literature	78,961	N/A	52,024	84,390	N/A	50,352	93.6%	N/A	103.3%
Art History	77,204	N/A	50,502	79,833	60,917	N/A	96.7%	N/A	N/A
Classics	77,946	58,814	51,506	88,274	59,246	49,652	88.3%	99.3%	103.7%
Comparative Literature	83,753	N/A	N/A	79,366	N/A	47,594	105.5%	N/A	N/A
East Asian Languages & Literature	84,050	56,864	47,641	80,181	60,855	48,000	104.8%	93.4%	99.3%
English	89,395	60,771	52,312	93,091	64,478	52,475	96.0%	94.3%	99.7%
French & Italian	72,190	56,062	N/A	83,324	67,056	50,671	86.6%	83.6%	N/A
German	68,546	59,911	53,511	74,801	55,826	50,263	91.6%	107.3%	106.5%
Hebrew & Semitic Studies	72,618	60,783	52,060	96,276	N/A	51,357	75.4%	N/A	101.4%
History	80,609	62,771	50,760	98,606	57,876	54,711	81.7%	108.5%	92.8%
History of Science	N/A	70,824	49,492	82,314	65,128	50,590	N/A	108.7%	97.8%
Linguistics	73,831	N/A	47,641	85,044	58,238	50,804	86.8%	N/A	93.8%
School of Music	70,422	64,940	49,654	76,144	56,268	51,500	92.5%	115.4%	96.4%
Philosophy	77,470	58,741	48,651	79,195	N/A	47,985	97.8%	N/A	101.4%
Scandinavian Studies	77,272	N/A	48,877	66,571	N/A	N/A	116.1%	N/A	N/A
Slavic Languages	88,697	56,411	N/A	84,115	56,222	52,055	105.4%	100.3%	N/A
Languages & Cultures of Asia	75,804	N/A	50,671	76,994	66,105	52,313	98.5%	N/A	96.9%
Spanish & Portuguese	72,298	59,962	49,532	71,205	56,820	49,092	101.5%	105.5%	100.9%
Theatre & Drama	67,947	58,456	52,691	78,993	65,650	49,456	86.0%	89.0%	106.5%

Women's Studies Program	65,657	N/A	50,348	N/A	N/A	N/A	N/A	N/A	N/A
School of Library & Information Studies	N/A	N/A	N/A	N/A	N/A	66,725	N/A	N/A	N/A
Liberal Studies & the Arts	67,811	64,175	N/A	68,178	N/A	N/A	99.5%	N/A	N/A

SOURCE: October 2004 IADS Frozen slice

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. Salary paid on 9-month basis.

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

February, 2005

Table 12a. Offers Made, 2001-2004

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	33	96	25.6%	17	51.5%	52	54.2%
College of Engineering	17	46	27.0%	10	58.8%	30	65.2%
Letters & Sciences	13	48	21.3%	4	30.8%	20	41.7%
College of Agricultural & Life Sciences	3	2	60.0%	3	100.0%	2	100.0%
Biological Sciences	49	90	35.3%	44	89.8%	76	84.4%
Letters & Sciences	9	4	69.2%	9	100.0%	4	100.0%
School of Veterinary Medicine	1	3	25.0%	1	100.0%	3	100.0%
School of Pharmacy	1	1	50.0%	1	100.0%	1	100.0%
Medical School	30	62	32.6%	25	83.3%	49	79.0%
College of Agricultural & Life Sciences	8	20	28.6%	8	100.0%	19	95.0%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	6	18	25.0%	2	33.3%	14	77.8%
College of Engineering	1	9	10.0%	0	0.0%	7	77.8%
Letters & Sciences	5	9	35.7%	2	40.0%	7	77.8%
College of Agricultural & Life Sciences	0	0	N/A	0	N/A	0	N/A
Biological Sciences	7	36	16.3%	4	57.1%	25	69.4%
Letters & Sciences	2	0	100.0%	0	0.0%	0	N/A
School of Veterinary Medicine	1	1	50.0%	0	0.0%	1	100.0%
School of Pharmacy*	0	4	0.0%	0	N/A	3	100.0%
Medical School	4	28	12.5%	4	100.0%	19	67.9%
College of Agricultural & Life Sciences	0	3	0.0%	0	N/A	2	66.7%

* One offer decision is pending.

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2001-2004

Division/School	Base Salary, Offers Made, Junior Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$96,000	\$68 - \$112	\$100,667	\$67 - \$173	95.4%	\$94,667	\$68 - \$108	\$96,000	\$67 - \$123	98.6%
College of Engineering	\$101,333	\$93 - \$112	\$101,480	\$88 - \$123	99.9%	\$100,667	\$93 - \$108	\$101,333	\$88 - \$123	99.3%
Letters & Sciences	\$86,000	\$76 - \$107	\$94,000	\$72 - \$173	91.5%	\$83,000	\$76 - \$100	\$82,000	\$72 - \$110	101.2%
College of Agricultural & Life Sciences	\$68,500	\$68 - \$73	\$68,000	\$67 - \$69	100.7%	\$68,500	\$68 - \$73	\$68,000	\$67 - \$69	100.7%
Biological Sciences	\$74,000	\$47 - \$104	\$72,500	\$40 - \$116	102.1%	\$73,500	\$47 - \$104	\$71,000	\$40 - \$116	103.5%
Letters & Sciences	\$76,267	\$67 - \$97	\$72,667	\$67 - \$80	105.0%	\$76,267	\$67 - \$97	\$72,667	\$67 - \$80	105.0%
School of Veterinary Medicine	**	**	**	**	**	**	**	**	**	**
School of Pharmacy	\$73,333	\$73	\$84,000	\$84	87.3%	\$73,333	\$73	\$84,000	\$84	87.3%
Medical School	\$73,750	\$47 - \$85	\$73,000	\$40 - \$116	101.0%	\$73,000	\$47 - \$85	\$71,000	\$40 - \$116	102.8%
College of Agricultural & Life Sciences	\$71,000	\$68 - \$104	\$71,000	\$62 - \$108	100.0%	\$71,000	\$68 - \$104	\$71,000	\$62 - \$108	100.0%
Division/School	Base Salary, Offers Made, Tenured Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$111,334	\$88 - \$132	\$129,000	\$97 - \$213	86.3%	\$114,000	\$96 - \$132	\$124,667	\$96 - \$160	91.4%
College of Engineering	\$126,667	\$127	\$130,667	\$120 - \$153	96.9%	N/A	N/A	\$127,333	\$120 - \$153	N/A
Letters & Sciences	\$96,000	\$88 - \$132	\$122,667	\$97 - \$213	78.3%	\$114,000	\$96 - \$132	\$110,667	\$97 - \$160	103.0%
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$110,000	\$90 - \$135	\$110,000	\$52 - \$213	100.0%	\$106,000	\$90 - \$135	\$110,000	\$52 - \$160	96.4%
Letters & Sciences	\$112,667	\$100 - \$125	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	**	**	**	**	**	**	**	**	**	**
School of Pharmacy*	N/A	N/A	\$120,000	\$97 - \$173	N/A	N/A	N/A	\$100,000	\$97 - \$140	N/A
Medical School***	\$106,000	\$90 - \$135	\$110,000	\$52 - \$213	96.4%	\$106,000	\$90 - \$135	\$110,000	\$52 - \$160	96.4%
College of Agricultural & Life Sciences	N/A	N/A	\$132,500	\$90 - \$147	N/A	N/A	N/A	\$139,584	\$133 - \$147	N/A

* One offer decision is pending.

** Data not provided.

*** Four faculty who rejected offers have missing data for Base Salary.

Table 12c. Total Startup Package* Offers, 2001-2004

Division/School	Total Startup, Offers Made, Junior Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$198,800	\$23 - \$818	\$190,320	\$14 - \$1286	104.5%	\$219,000	\$48 - \$536	\$198,475	\$23 - \$662	110.3%
College of Engineering	\$199,720	\$64 - \$600	\$255,527	\$65 - \$662	78.2%	\$209,360	\$68 - \$536	\$247,250	\$65 - \$662	84.7%
Letters & Sciences	\$136,300	\$23 - \$818	\$152,600	\$14 - \$1286	89.3%	\$234,007	\$48 - \$454	\$118,900	\$23 - \$631	196.8%
College of Agricultural & Life Sciences	\$228,000	\$176 - \$242	\$311,750	\$178 - \$446	73.1%	\$228,000	\$176 - \$242	\$311,750	\$178 - \$446	73.1%
Biological Sciences	\$232,000	\$50 - \$540	\$232,500	\$34 - \$485	99.8%	\$231,500	\$50 - \$540	\$227,500	\$34 - \$485	101.8%
Letters & Sciences	\$171,500	\$81 - \$324	\$240,241	\$191 - \$485	71.4%	\$171,500	\$81 - \$324	\$240,241	\$191 - \$485	71.4%
School of Veterinary Medicine	\$330,556	\$331	\$214,000	\$201 - \$255	154.5%	\$330,556	\$331	\$214,000	\$201 - \$255	154.5%
School of Pharmacy	\$539,900	\$540	\$310,000	\$310	174.2%	\$539,900	\$540	\$310,000	\$310	174.2%
Medical School	\$245,500	\$50 - \$500	\$237,500	\$34 - \$440	103.4%	\$231,000	\$50 - \$500	\$230,000	\$34 - \$440	100.4%
College of Agricultural & Life Sciences	\$242,000	\$173 - \$450	\$222,250	\$108 - \$452	108.9%	\$242,000	\$173 - \$450	\$225,000	\$108 - \$452	107.6%
Division/School	Total Startup, Offers Made, Tenured Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$211,075	\$94 - \$711	\$144,800	\$5 - \$734	145.8%	\$211,075	\$192 - \$230	\$143,400	\$5 - \$734	147.2%
College of Engineering	\$306,787	\$307	\$154,000	\$69 - \$734	199.2%	N/A	N/A	\$154,000	\$69 - \$734	N/A
Letters & Sciences	\$191,900	\$94 - \$711	\$143,200	\$5 - \$550	134.0%	\$211,075	\$192 - \$230	\$143,200	\$5 - \$210	147.4%
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$186,000	\$54 - \$425	\$327,500	\$160 - \$1350	56.8%	\$243,000	\$54 - \$425	\$321,000	\$160 - \$810	75.7%
Letters & Sciences	\$123,000	\$106 - \$141	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	\$320,000	\$320	\$262,400	\$262	122.0%	N/A	N/A	\$262,400	\$262	N/A
School of Pharmacy**	N/A	N/A	\$742,847	\$517 - \$1350	N/A	N/A	N/A	\$676,009	\$517 - 810	N/A
Medical School	\$243,000	\$54 - \$425	\$310,500	\$160 - \$600	78.3%	\$243,000	\$54 - \$425	\$270,000	\$160 - \$425	90.0%
College of Agricultural & Life Sciences	N/A	N/A	\$400,000	\$398 - \$450	N/A	N/A	N/A	\$424,000	\$398 - \$450	N/A

* Total Startup Package does not include Base Salary.

** One offer decision is pending.