

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2005

Division/Department	Women	Men	% Women
Physical Sciences	54.00	406.05	11.7%
Biological Systems Engineering	1.00	11.3	8.2%
Soil Science	3.50	16.0	17.9%
Chemical & Biological Engineering	1.00	17.0	5.6%
Civil & Environmental Engineering	2.00	25.00	7.4%
Electrical & Computer Engineering	5.00	38.25	11.6%
Biomedical Engineering	3.00	6.10	33.0%
Industrial Engineering	4.50	12.00	27.3%
Mechanical Engineering	3.00	27.75	9.8%
Materials Science & Engineering	3.00	14.00	17.6%
Engineering Physics	1.25	20.50	5.7%
Engineering Professional Development	-	7.00	0.0%
Astronomy	2.75	10.00	21.6%
Chemistry	3.50	37.00	8.6%
Computer Sciences	4.00	28.00	12.5%
Geology & Geophysics	5.00	15.00	25.0%
Mathematics	3.25	52.00	5.9%
Atmospheric & Oceanic Sciences	1.00	14.00	6.7%
Physics	4.25	41.75	9.2%
Statistics	3.00	13.45	18.2%
Biological Sciences	176.81	592.04	23.0%
Agronomy	1.00	17.00	5.6%
Animal Science	1.00	14.60	6.4%
Bacteriology	4.00	14.00	22.2%
Biochemistry	8.50	24.00	26.2%
Dairy Science	1.00	12.40	7.5%
Entomology	3.00	11.00	21.4%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	13.00	13.3%
Genetics	1.50	11.67	11.4%
Horticulture	3.00	12.50	19.4%
Nutritional Sciences	5.00	5.50	47.6%
Plant Pathology	6.00	8.00	42.9%
Forest Ecology & Management	0.50	14.13	3.4%
Natural Resources - Wildlife Ecology	-	6.00	0.0%
Kinesiology	9.00	7.00	56.3%
Nelson Institute for Environmental Studies	3.50	4.67	42.8%
Botany	6.00	9.50	38.7%
Communicative Disorders	9.00	7.00	56.3%
Zoology	8.00	16.00	33.3%
Anatomy	5.00	14.50	25.6%
Anesthesiology	-	4.00	0.0%
Biostatistics & Medical Informatics	2.75	6.75	28.9%
Family Medicine	2.00	6.75	22.9%

Genetics	2.50	5.82	30.0%
Obstetrics & Gynecology	2.00	10.00	16.7%
Medical History & Bioethics	2.50	5.90	29.8%
Human Oncology	1.00	7.25	12.1%
Medicine	10.00	51.24	16.3%
Dermatology	-	6.00	0.0%
Medical Microbiology	5.20	8.50	38.0%
Medical Physics	1.00	13.75	6.8%
Neurology	1.00	10.50	8.7%
Neurological Surgery	2.00	5.00	28.6%
Oncology	4.00	11.90	25.2%
Ophthalmology & Visual Sciences	3.60	10.00	26.5%
Orthopedics & Rehabilitation	1.00	10.50	8.7%
Pathology & Laboratory Medicine	5.00	14.51	25.6%
Pediatrics	6.25	14.20	30.6%
Pharmacology	2.50	9.00	21.7%
Biomolecular Chemistry	2.80	7.25	27.9%
Physiology	6.00	16.00	27.3%
Population Health Sciences	9.20	12.50	42.4%
Psychiatry	8.51	7.60	52.8%
Radiology	1.50	14.65	9.3%
Surgery	-	27.00	0.0%
School of Pharmacy	5.50	26.00	17.5%
Animal Health & Biomedical Sciences	1.00	5.00	16.7%
Medical Sciences	3.00	8.00	27.3%
Pathobiological Sciences	1.00	12.00	7.7%
Comparative Biosciences	4.00	11.00	26.7%
Surgical Sciences	2.00	7.00	22.2%

Social Studies	223.20	366.73	37.8%
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Agricultural & Applied Economics	3.00	22.90	11.6%
Life Sciences Communication	5.00	3.00	62.5%
Rural Sociology	3.00	10.00	23.1%
Natural Resources-Landscape Architecture	4.00	3.00	57.1%
Urban & Regional Planning	0.00	3.00	0.0%
School of Business	14.75	62.00	19.2%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	17.00	17.15	49.8%
Educational Leadership & Policy Analysis	4.75	11.00	30.2%
Educational Policy Studies	6.00	6.00	50.0%
Educational Psychology	6.00	10.00	37.5%
Rehabilitation Psychology & Special Education	5.00	6.00	45.5%
School of Human Ecology	22.00	13.00	62.9%
Law School	12.50	26.25	32.3%
Anthropology	9.00	13.00	40.9%
Afro-American Studies	5.00	5.25	48.8%
Communication Arts	9.00	13.00	40.9%
Economics	3.20	23.75	11.9%
Ethnic Studies	1.00	0.00	100.0%
Geography	4.00	14.00	22.2%
LaFollette School of Public Affairs	3.50	7.50	31.8%

School of Journalism & Mass Communication	5.00	8.50	37.0%
School of Library & Information Studies	7.00	0.50	93.3%
Political Science	7.00	27.25	20.4%
Psychology	13.00	19.00	40.6%
Social Work	9.50	6.00	61.3%
Sociology	15.50	25.42	37.9%
Urban & Regional Planning	1.00	3.75	21.1%
School of Nursing	21.50	0.00	100.0%
Professional Development & Applied Studies	2.00	2.51	44.3%
Humanities	157.25	221.73	41.5%
Art	11.00	17.00	39.3%
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	5.00	3.50	58.8%
Comparative Literature	1.00	4.25	19.0%
East Asian Languages & Literature	5.00	6.00	45.5%
English	27.70	24.30	53.3%
French & Italian	7.00	14.25	32.9%
German	6.00	9.35	39.1%
Hebrew & Semitic Studies	3.00	3.00	50.0%
History	16.50	32.50	33.7%
History of Science	2.00	4.50	30.8%
Linguistics	4.00	3.00	57.1%
School of Music	15.00	32.50	31.6%
Philosophy	3.00	16.00	15.8%
Scandinavian Studies	3.00	2.00	60.0%
Slavic Languages	3.00	6.00	33.3%
Languages & Cultures of Asia	4.00	7.33	35.3%
Spanish & Portuguese	11.00	14.00	44.0%
Theatre & Drama	7.75	8.00	49.2%
Women's Studies Program	3.50	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	4.80	2.00	70.6%

SOURCE: October 2005 IADS Frozen slice

NOTES: Faculty are assigned to discipline based on tenure home departments using the the classification system developed for the Women in Science and Engineering Leadership Institute (WISELI). An individual tenured in more than one department is shown based on the tenure split. Thus, a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences and .5 FTE in Biological Sciences. Faculty with zero-dollar appointments and faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are excluded from the salary median and salary FTE calculations. Years are calculated based on current faculty appointment. (Some individuals have held appointments at UW Madison prior to the current appointment. The years in the prior appointment are not included in this calculation.)
Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis 3/13/2006

Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2005

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	26.00	8.00	20.00	277.20	51.00	77.85	8.6%	13.6%	20.4%
Biological Systems Engineering	-	-	1.00	9.25	1.00	1.00	0.0%	0.0%	50.0%
Soil Science	-	-	3.50	13.00	1.00	2.00	0.0%	0.0%	63.6%
Chemical & Biological Engineering	1.00	-	-	9.00	4.00	4.00	10.0%	0.0%	0.0%
Civil & Environmental Engineering	1.00	-	1.00	16.00	6.00	3.00	5.9%	0.0%	25.0%
Electrical & Computer Engineering	1.00	1.00	3.00	24.25	8.00	6.00	4.0%	11.1%	33.3%
Biomedical Engineering	-	1.00	2.00	3.50	-	2.60	0.0%	100.0%	43.5%
Industrial Engineering	3.50	-	1.00	7.00	1.00	4.00	33.3%	0.0%	20.0%
Mechanical Engineering	1.00	1.00	1.00	16.75	2.00	9.00	5.6%	33.3%	10.0%
Materials Science & Engineering	1.00	-	2.00	9.00	2.00	3.00	10.0%	0.0%	40.0%
Engineering Physics	0.25	1.00	-	13.50	3.00	4.00	1.8%	25.0%	0.0%
Engineering Professional Development	-	-	-	3.00	2.00	2.00	0.0%	0.0%	0.0%
Astronomy	1.75	1.00	-	7.00	2.00	1.00	20.0%	33.3%	0.0%
Chemistry	1.50	-	2.00	27.00	2.00	8.00	5.3%	0.0%	20.0%
Computer Sciences	2.00	1.00	1.00	19.00	1.00	8.00	9.5%	50.0%	11.1%
Geology & Geophysics	4.00	1.00	0.00	10.00	2.00	3.00	28.6%	33.3%	0.0%
Mathematics	2.75	-	0.50	40.00	6.25	5.75	6.4%	0.0%	8.0%
Atmospheric & Oceanic Sciences	-	-	1.00	10.00	-	4.00	0.0%	N/A	20.0%
Physics	4.25	-	-	30.00	5.75	6.00	12.4%	0.0%	0.0%
Statistics	1.00	1.00	1.00	9.95	2.00	1.50	9.1%	33.3%	40.0%
Biological Sciences	65.31	41.25	70.25	379.24	95.65	117.15	14.7%	30.1%	37.5%
Agronomy	-	1.00	-	13.00	-	4.00	0.0%	100.0%	0.0%
Animal Science	-	-	1.00	11.60	1.00	2.00	0.0%	0.0%	33.3%
Bacteriology	1.00	2.00	1.00	10.00	2.00	2.00	9.1%	50.0%	33.3%
Biochemistry	6.00	-	2.50	21.00	2.00	1.00	22.2%	0.0%	71.4%
Dairy Science	-	1.00	-	7.40	3.00	2.00	0.0%	25.0%	0.0%
Entomology	1.00	-	2.00	8.00	-	3.00	11.1%	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	10.67	0.50	0.50	0.0%	50.0%	66.7%
Horticulture	-	-	3.00	7.50	1.00	4.00	0.0%	0.0%	42.9%
Nutritional Sciences	3.00	1.00	1.00	3.50	2.00	-	46.2%	33.3%	100.0%
Plant Pathology	4.00	1.00	1.00	6.00	1.00	1.00	40.0%	50.0%	50.0%
Forest Ecology & Management	-	0.50	-	10.13	1.00	3.00	0.0%	33.3%	0.0%
Natural Resources - Wildlife Ecology	-	-	-	3.00	1.00	2.00	0.0%	0.0%	0.0%
Kinesiology	1.00	2.00	6.00	1.00	3.00	3.00	50.0%	40.0%	66.7%
Nelson Institute for Environmental Studies	1.00	1.50	1.00	4.07	0.60	-	19.7%	71.4%	100.0%
Botany	3.00	-	3.00	8.00	0.50	1.00	27.3%	0.0%	75.0%

Educational Policy Studies	2.00	1.00	3.00	5.00	-	1.00	28.6%	100.0%	75.0%
Educational Psychology	3.00	1.00	2.00	6.00	2.00	2.00	33.3%	33.3%	50.0%
Rehabilitation Psychology & Special Education	3.00	1.00	1.00	2.00	1.00	3.00	60.0%	50.0%	25.0%
School of Human Ecology	13.00	4.00	5.00	7.00	2.00	4.00	65.0%	66.7%	55.6%
Law School	9.50	-	3.00	19.25	3.00	4.00	33.0%	0.0%	42.9%
Anthropology	6.00	2.00	1.00	7.00	2.00	4.00	46.2%	50.0%	20.0%
Afro-American Studies	4.00	1.00	-	4.25	-	1.00	48.5%	100.0%	0.0%
Communication Arts	3.00	1.00	5.00	6.00	4.00	3.00	33.3%	20.0%	62.5%
Economics	0.20	-	3.00	15.75	2.00	6.00	1.3%	0.0%	33.3%
Ethnic Studies	1.00	-	-	-	-	-	100.0%	N/A	N/A
Geography	-	1.00	3.00	10.00	2.00	2.00	0.0%	33.3%	60.0%
LaFollette School of Public Affairs	1.50	1.00	1.00	4.50	-	3.00	25.0%	100.0%	25.0%
School of Journalism & Mass Communication	3.00	-	2.00	8.00	-	0.50	27.3%	N/A	80.0%
School of Library & Information Studies	2.00	-	5.00	-	-	0.50	100.0%	N/A	90.9%
Political Science	4.00	-	3.00	16.25	4.00	7.00	19.8%	0.0%	30.0%
Psychology	12.00	1.00	-	13.00	1.00	5.00	48.0%	50.0%	0.0%
Social Work	3.50	1.00	5.00	4.00	-	2.00	46.7%	100.0%	71.4%
Sociology	8.00	-	7.50	14.92	5.50	5.00	34.9%	0.0%	60.0%
Urban & Regional Planning	-	-	1.00	3.75	-	-	0.0%	N/A	100.0%
School of Nursing	12.50	2.00	7.00	-	-	-	100.0%	100.0%	100.0%
Professional Development & Applied Studies	2.00	-	-	2.51	-	-	44.3%	N/A	N/A

Humanities **85.00** **31.75** **40.50** **146.73** **34.00** **41.00** **36.7%** **48.3%** **49.7%**

Art	5.00	4.00	2.00	12.00	2.00	3.00	29.4%	66.7%	40.0%
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	1.00	3.00	4.75	-	-	45.7%	100.0%	100.0%
Classics	3.00	1.00	1.00	2.00	0.50	1.00	60.0%	66.7%	50.0%
Comparative Literature	1.00	-	-	2.25	-	2.00	30.8%	N/A	0.0%
East Asian Languages & Literature	1.00	2.00	2.00	2.00	2.00	2.00	33.3%	50.0%	50.0%
English	15.70	3.00	9.00	16.30	2.00	6.00	49.1%	60.0%	60.0%
French & Italian	4.00	3.00	-	11.25	2.00	1.00	26.2%	60.0%	0.0%
German	4.00	2.00	-	7.35	1.00	1.00	35.2%	66.7%	0.0%
Hebrew & Semitic Studies	1.00	1.00	1.00	2.00	-	1.00	33.3%	100.0%	50.0%
History	9.50	4.00	3.00	19.00	8.50	5.00	33.3%	32.0%	37.5%
History of Science	-	1.00	1.00	1.50	2.00	1.00	0.0%	33.3%	50.0%
Linguistics	3.00	-	1.00	1.00	1.00	1.00	75.0%	0.0%	50.0%
School of Music	10.00	2.00	3.00	24.50	5.00	3.00	29.0%	28.6%	50.0%
Philosophy	2.00	-	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	-	4.00	1.00	1.00	33.3%	50.0%	0.0%
Languages & Cultures of Asia	3.00	-	1.00	5.33	1.00	1.00	36.0%	0.0%	50.0%
Spanish & Portuguese	4.00	2.00	5.00	6.00	3.00	5.00	40.0%	40.0%	50.0%
Theatre & Drama	2.00	2.75	3.00	4.00	1.00	3.00	33.3%	73.3%	50.0%
Women's Studies Program	1.00	-	2.50	-	-	-	100.0%	N/A	100.0%

Social Sciences	-	-	-	-	-	1.00	N/A	N/A	0.0%
Liberal Studies & the Arts	2.80	2.00	-	2.00	-	-	58.3%	100.0%	N/A

SOURCE: October 2005 IADS Frozen slice

NOTES: Faculty are assigned to discipline based on tenure home departments using the the classification system developed for the Women in Science and Engineering Leadership Institute (WISELI). An individual tenured in more than one department is shown based on the tenure split. Thus, a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences and .5 FTE in Biological Sciences. Faculty with zero-dollar appointments and faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are excluded from the salary median and salary FTE calculations. Years are calculated based on current faculty appointment. (Some individuals have held appointments at UW Madison prior to the current appointment. The years in the prior appointment are not included in this calculation.)

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis 3/13/2006

Table 3a. Tenure Promotion Outcomes by Gender, 2005

2001 - 2005

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	10	10	100.0%	56	50	89.3%
Biological Sciences	25	22	88.0%	45	40	88.9%
Social Studies	27	23	85.2%	43	41	95.3%
Humanities	32	31	96.9%	28	28	100.0%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2005

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	16	0.0%	12.5%	87.5%	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	57.9%	10.5%	31.6%
2003-07	14	100.0%	0.0%	0.0%	39	97.4%	0.0%	2.6%

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	27	0.0%	40.7%	59.3%	103	0.0%	32.0%	68.0%
1991-95	26	0.0%	26.9%	73.1%	82	0.0%	24.4%	75.6%
1995-99	23	17.4%	13.0%	69.6%	49	2.0%	26.5%	71.4%
1999-03	46	73.9%	15.2%	10.9%	86	75.6%	12.8%	11.6%
2003-07	22	100.0%	0.0%	0.0%	45	95.6%	4.4%	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%	83	0.0%	54.2%	45.8%
1991-95	48	4.2%	41.7%	54.2%	51	0.0%	41.2%	58.8%
1995-99	41	9.8%	48.8%	41.5%	54	3.7%	48.1%	48.1%
1999-03	52	59.6%	30.8%	9.6%	78	57.7%	17.9%	24.4%
2003-07	47	100.0%	0.0%	0.0%	35	91.4%	2.9%	5.7%

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%	21.7%	73.9%	21	0.0%	14.3%	85.7%
1999-03	47	55.3%	8.5%	36.2%	43	58.1%	14.0%	27.9%
2003-07	19	89.5%	10.5%	0.0%	20	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, 2005

Division	Women			Men			Women's Median Time in Rank as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Total	6.3	2.1	3.1	11.3	3.1	3.1	55.8%	67.7%	100.0%
Physical Sciences	4.2	1.1	2.3	11.1	2.1	3.1	37.4%	52.4%	74.2%
Biological Sciences	7.3	3.3	3.1	10.9	4.3	3.2	67.0%	76.7%	96.9%
Social Studies	6.1	2.1	2.8	13.1	2.1	3.1	46.6%	100.0%	90.3%
Humanities	7.1	2.1	3.1	11.1	3.6	3.3	64.0%	58.3%	93.9%

SOURCE: UW Madison IADS (Integrated Appointment Data System), October 2005 and Tenure File.

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

Table 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2005

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	5.0	15.5	5.5	2.0	16.0	20.0	7.0	3.0	31.3%	77.5%	78.6%	66.7%
Biological Sciences	7.0	17.0	9.0	3.0	14.0	19.0	9.0	3.0	50.0%	89.5%	100.0%	100.0%
Social Studies	8.0	16.0	7.0	2.0	12.0	20.0	6.0	3.0	66.7%	80.0%	116.7%	66.7%
Humanities	10.0	17.0	6.0	3.0	15.0	19.0	7.0	3.0	66.7%	89.5%	85.7%	100.0%

SOURCE: October 2005 IADS Frozen slice

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis 3/13/2006

Table 5b. Attrition by Gender, 2004-2005

	FTEs			%		
	Retired	Resigned	2004 Total FTE	Retired	Resigned	Left UW
Total	55	49	2213.21	2.5%	2.2%	4.7%
Women	7	17	597.01	1.2%	2.8%	4.0%
Men	48	32	1616.20	3.0%	2.0%	4.9%
Physical Sciences						
Women	0	1	55.00	0.0%	1.8%	1.8%
Men	13	3	410.55	3.2%	0.7%	3.9%
Biological Sciences						
Women	2	5	171.56	1.2%	2.9%	4.1%
Men	14	9	596.44	2.3%	1.5%	3.9%
Social Studies						
Women	4	5	215.70	1.9%	2.3%	4.2%
Men	11	19	381.48	2.9%	5.0%	7.9%
Humanities						
Women	1	6	154.75	0.6%	3.9%	4.5%
Men	10	1	227.73	4.4%	0.4%	4.8%

SOURCE: IADS appointment system, Feb. 2006. FTE are based on October 2004.

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 : Margaret Harrigan, Office of Academic Planning and Analysis

Table 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2005

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.8	24.7	0.7	54.6	31.1%
Research	0.7	27.8	0.9	276.9	9.1%
Clinical	N/A	N/A	N/A	N/A	N/A
Biological Sciences					
Teaching	0.7	45.8	0.7	38.4	54.4%
Research	0.8	256.5	0.8	358.6	41.7%
Clinical	0.8	297.2	0.8	546.2	35.2%
Social Studies					
Teaching	0.5	92.2	0.5	71.9	56.2%
Research	0.8	72.3	0.8	53.8	57.3%
Clinical	0.7	40.8	0.9	15.5	72.5%
Humanities					
Teaching	0.6	60.9	0.6	40.4	60.1%
Research	0.8	3.3	1.0	8.0	28.9%
Clinical	N/A	N/A	N/A	N/A	N/A
Administrative Units					
Teaching	0.6	4.0	0.4	2.1	65.3%
Research	0.9	6.9	0.8	4.9	58.3%
Clinical	0.6	4.4	0.7	4.7	48.6%

SOURCE: October Payroll 2005

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

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2005

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	29	291	9.1%	4	15	21.1%	13.8%	5.2%
Biological Sciences	67	401	14.3%	3	44	6.4%	4.5%	11.0%
Social Studies	82	181	31.2%	7	17	29.2%	8.5%	9.4%
Humanities	87	152	36.4%	7	15	31.8%	8.0%	9.9%
Total	254	971	20.7%	21	91	18.8%	8.3%	9.4%

SOURCE: IADS appointment system frozen slice, October 2005.

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 3/15/2006

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2005

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	28	304	8.4%	1	7	12.5%	3.6%	2.3%
Biological Sciences	61	351	14.8%	2	14	12.5%	3.3%	4.0%
Social Studies	104	232	31.0%	12	19	38.7%	11.5%	8.2%
Humanities	98	157	38.4%	2	2	50.0%	2.0%	1.3%
Total	291	1044	21.8%	17	42	28.8%	5.8%	4.0%

SOURCE: IADS Frozen Appointment Data view, October 2005.

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 3/15/2006

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2005

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	28	304	8.4%	1	1	50.0%	3.6%	0.3%
Biological Sciences	61	351	14.8%	0	2	0.0%	0.0%	0.6%
Social Studies	104	232	31.0%	1	1	50.0%	1.0%	0.4%
Humanities	98	157	38.4%	1	1	N/A	1.0%	0.6%
Total	291	1044	21.8%	3	6	33.3%	1.0%	0.6%

SOURCE: IADS Frozen Appointment Data view, October 2005.

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 3/15/2006

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2005

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	28	304	8.4%	0	18	0.0%	0.0%	5.9%
Biological Sciences	61	351	14.8%	1	15	6.3%	1.6%	4.3%
Social Studies	104	232	31.0%	8	12	40.0%	7.7%	5.2%
Humanities	98	157	38.4%	9	11	45.0%	9.2%	7.0%
Total	291	1044	21.8%	18	56	24.3%	6.2%	5.4%

SOURCE: IADS appointment system frozen slice, October 2005.

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 associate or assistant academic program directors. Excludes three male assistant academic program directors without faculty status.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis 3/15/2006

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs
Chairs, 2005**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	11	26.7%
Hilldale Professors	1	9	10.0%
John Bascom Professors	1	4	20.0%
Evju-Bascom Professors	3	6	33.3%
Named-Bascom Professors	20	41	32.8%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	9	0.0%
Other named professorships (incl. WARF)	36	200	15.3%
Holds two named professorships	8	36	18.2%
New named professorships	11	24	31.4%
Number holding named professorships	58	252	18.7%
Full Professors at UW-Madison	291	1044	21.8%
Major Awards			
Vilas Associate Award	13	13	50.0%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	2	3	40.0%
WARF Kellett Mid-Career Award	0	5	0.0%
Tenured Professors at UW-Madison	404	1288	23.9%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2005.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2005; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2005.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2005

	Women	Men	% Female
Faculty Senate			
Physical Sciences	3	41	6.8%
Biological Sciences	8	64	11.1%
Social Studies	20	35	36.4%
Arts & Humanities	13.5	22.5	37.5%
Senators (total)	44.5	162.5	21.5%
Physical Sciences	2	28	6.7%
Biological Sciences	23	45	33.8%
Social Studies	14	24	36.8%
Arts & Humanities	9.5	16.5	36.5%
Alternates (Total)	48.5	113.5	29.9%
Athletic Board	10	15	40.0%
Campus Planning Committee	6	8	42.9%
Divisional Executive Committees*			
Physical Sciences	0	12	0.0%
Bio. Sciences, Curriculum Planning	4	5	44.4%
Bio. Sciences, Strategic Planning	2	7	22.2%
Bio. Sciences, Tenure	6	6	50.0%
Social Studies	4	8	33.3%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	2	7	22.2%
Faculty Rights and Responsibilities Committee*	4	5	44.4%
Library Committee*	7	5	58.3%
University Committee*	3	3	50.0%
University Academic Planning Council	6	10	37.5%
Graduate School Academic Planning Council	2	6	25.0%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	2	3	40.0%
Social Studies	3	3	50.0%
Arts & Humanities	3	2	60.0%
Graduate School Research Committee			
Physical Sciences	2	9	18.2%
Biological Sciences	6	5	54.5%
Social Studies	4	6	40.0%
Arts & Humanities	4	7	36.4%
All Faculty	617	1602	27.8%
Physical Sciences	58	446	11.5%
Biological Sciences	156	545	22.3%
Social Studies	220	370	37.3%
Arts & Humanities	183	241	43.2%

SOURCE: 2005-2006 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2005. Totals from IADS appointment system frozen slice October 2005.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2005. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

Prepared by: Jennifer Sheridan, WISELI

* Members chosen by election of faculty.

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2005

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	84,828	92,000	92.2%
Biological Systems Engineering	58,785	84,162	69.8%
Soil Science	60,927	76,408	79.7%
Chemical & Biological Engineering	101,943	99,000	103.0%
Civil & Environmental Engineering	84,475	88,300	95.7%
Electrical & Computer Engineering	82,750	101,219	81.8%
Biomedical Engineering	78,309	92,843	84.3%
Industrial Engineering	114,404	122,237	93.6%
Mechanical Engineering	86,905	96,777	89.8%
Materials Science & Engineering	82,539	112,260	73.5%
Engineering Physics	89,545	105,800	84.6%
Engineering Professional Development	N/A	92,666	N/A
Astronomy	90,998	92,844	98.0%
Chemistry	65,162	91,061	71.6%
Computer Sciences	95,236	113,740	83.7%
Geology & Geophysics	74,167	75,310	98.5%
Mathematics	98,716	87,131	113.3%
Atmospheric & Oceanic Sciences	59,862	85,084	70.4%
Physics	112,453	88,448	127.1%
Statistics	80,000	88,010	90.9%
Biological Sciences	76,564	86,178	88.8%
Agronomy	65,039	72,648	89.5%
Animal Science	80,000	86,178	92.8%
Bacteriology	76,431	89,794	85.1%
Biochemistry	91,221	109,266	83.5%
Dairy Science	78,787	77,931	101.1%
Entomology	59,463	83,891	70.9%
Food Microbiology & Toxicology	76,376	81,373	93.9%
Food Science	63,154	83,281	75.8%
Genetics	66,763	104,032	64.2%
Horticulture	62,440	78,310	79.7%
Nutritional Sciences	80,779	95,109	84.9%
Plant Pathology	74,622	88,156	84.6%
Forest Ecology & Management	69,127	86,556	79.9%
Natural Resources - Wildlife Ecology	N/A	76,263	N/A
Kinesiology	57,619	63,302	91.0%
Nelson Institute for Environmental Studies	69,220	90,197	76.7%
Botany	65,293	89,358	73.1%
Communicative Disorders	69,652	86,551	80.5%
Zoology	64,493	74,812	86.2%
Anatomy	77,249	95,936	80.5%
Anesthesiology	N/A	90,519	N/A
Biostatistics & Medical Informatics	68,708	88,739	77.4%

Family Medicine	96,605	94,653	102.1%
Genetics	65,225	73,892	88.3%
Obstetrics & Gynecology	49,528	73,844	67.1%
Medical History & Bioethics	85,493	90,634	94.3%
Human Oncology	69,495	86,582	80.3%
Medicine	84,273	82,677	101.9%
Dermatology	N/A	100,814	N/A
Medical Microbiology	67,606	101,321	66.7%
Medical Physics	79,736	79,150	100.7%
Neurology	101,947	97,325	104.7%
Neurological Surgery	69,922	65,095	107.4%
Oncology	84,901	109,663	77.4%
Ophthalmology & Visual Sciences	100,145	106,756	93.8%
Orthopedics & Rehabilitation	70,930	64,518	109.9%
Pathology & Laboratory Medicine	93,431	87,627	106.6%
Pediatrics	85,780	97,937	87.6%
Pharmacology	83,455	94,297	88.5%
Biomolecular Chemistry	77,721	94,902	81.9%
Physiology	101,662	109,405	92.9%
Population Health Sciences	88,463	108,811	81.3%
Psychiatry	87,167	84,273	103.4%
Radiology	40,002	75,064	53.3%
Surgery	N/A	67,655	N/A
School of Pharmacy	78,422	78,924	99.4%
Animal Health & Biomedical Sciences	65,261	91,503	71.3%
Medical Sciences	76,042	80,236	94.8%
Pathobiological Sciences	68,668	94,025	73.0%
Comparative Biosciences	87,306	85,316	102.3%
Surgical Sciences	77,395	70,549	109.7%

Social Studies	75,480	92,749	81.4%
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Agricultural & Applied Economics	72,000	91,815	78.4%
Life Sciences Communication	65,546	79,116	82.8%
Rural Sociology	92,619	70,671	131.1%
Natural Resources-Landscape Architecture	61,140	74,324	82.3%
Urban & Regional Planning		72,390	N/A
School of Business	128,558	150,000	85.7%
Counseling Psychology	63,873	87,581	72.9%
Curriculum & Instruction	62,021	86,637	71.6%
Educational Leadership & Policy Analysis	71,059	88,672	80.1%
Educational Policy Studies	63,571	85,028	74.8%
Educational Psychology	78,545	81,410	96.5%
Rehabilitation Psychology & Special Education	72,060	61,885	116.4%
School of Human Ecology	71,057	73,789	96.3%
Law School	121,962	118,367	103.0%
Anthropology	66,122	68,785	96.1%
Afro-American Studies	86,765	95,265	91.1%
Communication Arts	58,000	68,354	84.9%
Economics	84,651	165,858	51.0%
Ethnic Studies	92,892	N/A	N/A
Geography	54,754	71,290	76.8%

LaFollette School of Public Affairs	87,146	93,081	93.6%
School of Journalism & Mass Communication	71,776	73,948	97.1%
School of Library & Information Studies	58,890	55,870	105.4%
Political Science	80,624	82,590	97.6%
Psychology	96,082	91,576	104.9%
Social Work	68,256	91,286	74.8%
Sociology	67,888	82,801	82.0%
Urban & Regional Planning	58,093	68,841	84.4%
School of Nursing	82,590	N/A	N/A
Professional Development & Applied Studies	62,015	73,892	83.9%
Humanities	67,015	72,856	92.0%
Art	64,001	65,485	97.7%
Dance	67,043	57,351	116.9%
African Languages & Literature	79,455	78,396	101.4%
Art History	71,612	77,407	92.5%
Classics	72,727	83,352	87.3%
Comparative Literature	85,428	72,856	117.3%
East Asian Languages & Literature	54,725	62,189	88.0%
English	70,751	84,666	83.6%
French & Italian	57,826	84,724	68.3%
German	65,867	76,297	86.3%
Hebrew & Semitic Studies	61,695	97,957	63.0%
History	80,308	75,000	107.1%
History of Science	61,571	67,779	90.8%
Linguistics	69,249	59,292	116.8%
School of Music	70,344	74,752	94.1%
Philosophy	67,320	78,792	85.4%
Scandinavian Studies	77,739	71,810	108.3%
Slavic Languages	81,245	77,202	105.2%
Languages & Cultures of Asia	74,895	73,533	101.9%
Spanish & Portuguese	58,173	57,884	100.5%
Theatre & Drama	58,214	68,929	84.5%
Women's Studies Program	58,000	N/A	N/A
Social Sciences	N/A	68,060	N/A
Liberal Studies & the Arts	68,956	69,542	99.2%

SOURCE: October 2005 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 3/13/2006

Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2005

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	105,441	80,492	77,328	105,294	80,115	77,134	100.1%	100.5%	100.3%
Biological Systems Engineering	N/A	N/A	58,785	85,052	73,329	60,495	N/A	N/A	97.2%
Soil Science	N/A	N/A	60,927	80,143	67,142	59,577	N/A	N/A	102.3%
Chemical & Biological Engineering	101,943	N/A	N/A	134,403	87,089	79,990	75.8%	N/A	N/A
Civil & Environmental Engineering	95,200	N/A	73,750	104,146	80,021	81,360	91.4%	N/A	90.6%
Electrical & Computer Engineering	119,512	98,400	82,750	114,700	89,369	84,857	104.2%	110.1%	97.5%
Biomedical Engineering	N/A	77,399	78,730	119,305	N/A	80,293	N/A	N/A	98.1%
Industrial Engineering	114,404	N/A	79,550	132,425	110,278	80,600	86.4%	N/A	98.7%
Mechanical Engineering	141,100	86,905	77,368	108,872	86,676	77,012	129.6%	100.3%	100.5%
Materials Science & Engineering	105,000	N/A	81,011	134,117	77,000	82,539	78.3%	N/A	98.1%
Engineering Physics	98,716	89,545	N/A	138,876	88,289	87,588	71.1%	101.4%	N/A
Engineering Professional Development	N/A	N/A	N/A	112,183	85,163	73,632	N/A	N/A	N/A
Astronomy	90,998	68,199	N/A	95,545	78,701	80,000	95.2%	86.7%	N/A
Chemistry	91,575	N/A	64,231	116,508	68,222	64,519	78.6%	N/A	99.6%
Computer Sciences	114,082	80,984	87,278	120,708	90,023	85,055	94.5%	90.0%	102.6%
Geology & Geophysics	80,569	61,948	N/A	82,132	66,865	58,031	98.1%	92.6%	N/A
Mathematics	98,716	N/A	77,288	95,351	70,731	66,532	103.5%	N/A	116.2%
Atmospheric & Oceanic Sciences	N/A	N/A	59,862	89,705	N/A	61,513	N/A	N/A	97.3%
Physics	112,453	N/A	N/A	94,687	74,574	68,250	118.8%	N/A	N/A
Statistics	149,224	80,000	64,058	102,342	80,337	70,000	145.8%	99.6%	91.5%
Biological Sciences	100,000	76,090	63,649	97,387	74,568	61,646	102.7%	102.0%	103.2%
Agronomy	N/A	65,039	N/A	73,993	N/A	59,246	N/A	N/A	N/A
Animal Science	N/A	N/A	80,000	86,308	76,325	58,192	N/A	N/A	137.5%
Bacteriology	86,447	76,431	61,957	92,070	67,392	66,788	93.9%	113.4%	92.8%
Biochemistry	94,382	N/A	63,421	111,790	69,878	70,736	84.4%	N/A	89.7%
Dairy Science	N/A	78,787	N/A	82,272	65,723	57,983	N/A	119.9%	N/A
Entomology	78,210	N/A	58,617	88,056	N/A	58,372	88.8%	N/A	100.4%
Food Microbiology & Toxicology	76,376	N/A	N/A	86,473	N/A	61,646	88.3%	N/A	N/A
Food Science	N/A	67,169	59,138	86,119	67,839	66,224	N/A	99.0%	89.3%
Genetics	N/A	76,430	65,077	112,211	92,892	65,351	N/A	82.3%	99.6%
Horticulture	N/A	N/A	62,440	85,169	80,349	60,958	N/A	N/A	102.4%
Nutritional Sciences	82,314	65,608	60,743	111,980	71,768	N/A	73.5%	91.4%	N/A
Plant Pathology	82,237	66,621	59,873	93,121	84,278	59,302	88.3%	79.0%	101.0%
Forest Ecology & Management	N/A	69,127	N/A	91,042	81,000	57,537	N/A	85.3%	N/A
Natural Resources - Wildlife Ecology	N/A	N/A	N/A	89,822	69,903	59,425	N/A	N/A	N/A
Kinesiology	86,184	66,761	56,707	88,239	66,081	56,660	97.7%	101.0%	100.1%
Nelson Institute for Environmental Studies	N/A	69,220	72,288	90,197	100,145	N/A	N/A	69.1%	N/A

Botany	94,778	N/A	54,575	89,854	70,610	51,415	105.5%	N/A	106.1%
Communicative Disorders	100,000	74,937	63,858	97,916	70,021	N/A	102.1%	107.0%	N/A
Zoology	89,497	65,220	60,762	82,693	60,100	58,464	108.2%	108.5%	103.9%
Anatomy	107,371	76,669	65,460	110,657	81,308	66,850	97.0%	94.3%	97.9%
Anesthesiology	N/A	N/A	N/A	94,706	89,238	64,497	N/A	N/A	N/A
Biostatistics & Medical Informatics	87,089	115,401	68,708	111,439	88,739	68,828	78.1%	130.0%	99.8%
Family Medicine	118,100	N/A	75,109	115,167	94,653	78,819	102.5%	N/A	95.3%
Genetics	N/A	76,430	65,225	96,280	92,892	63,818	N/A	82.3%	102.2%
Obstetrics & Gynecology	N/A	63,902	35,154	90,364	N/A	59,545	N/A	N/A	59.0%
Medical History & Bioethics	143,953	85,493	59,859	126,608	90,634	60,518	113.7%	94.3%	98.9%
Human Oncology	N/A	69,495	N/A	92,858	60,310	67,606	N/A	115.2%	N/A
Medicine	109,478	88,768	80,591	103,663	74,568	66,047	105.6%	119.0%	122.0%
Dermatology	N/A	N/A	N/A	127,374	91,800	64,677	N/A	N/A	N/A
Medical Microbiology	112,081	N/A	65,920	112,664	101,321	68,448	99.5%	N/A	96.3%
Medical Physics	N/A	79,736	N/A	88,678	80,012	67,606	N/A	99.7%	N/A
Neurology	101,947	N/A	N/A	97,325	87,970	N/A	104.7%	N/A	N/A
Neurological Surgery	N/A	80,116	59,727	112,607	N/A	63,843	N/A	N/A	93.6%
Oncology	104,640	N/A	68,139	109,663	N/A	67,606	95.4%	N/A	100.8%
Ophthalmology & Visual Sciences	110,306	79,371	N/A	118,645	92,067	66,691	93.0%	86.2%	N/A
Orthopedics & Rehabilitation	N/A	70,930	N/A	109,750	69,871	61,986	N/A	101.5%	N/A
Pathology & Laboratory Medicine	90,358	106,418	N/A	104,015	73,834	50,748	86.9%	144.1%	N/A
Pediatrics	109,627	85,780	63,391	105,108	70,739	57,286	104.3%	121.3%	110.7%
Pharmacology	109,419	83,455	70,102	109,419	78,835	68,433	100.0%	105.9%	102.4%
Biomolecular Chemistry	93,347	77,721	67,981	101,342	76,667	70,936	92.1%	101.4%	95.8%
Physiology	109,129	85,878	62,097	112,438		65,311	97.1%	N/A	95.1%
Population Health Sciences	107,306	75,784	74,275	118,235	68,465	73,506	90.8%	110.7%	101.0%
Psychiatry	101,049	69,605	74,040	86,404	N/A	59,177	116.9%	N/A	125.1%
Radiology	80,016	N/A	40,002	77,693	62,894	61,364	103.0%	N/A	65.2%
Surgery	N/A	N/A	N/A	78,620	54,979	35,365	N/A	N/A	N/A
School of Pharmacy	74,019	81,793	71,808	99,818	76,165	63,301	74.2%	107.4%	113.4%
Animal Health & Biomedical Sciences		N/A	65,261	99,826	N/A	59,177	0.0%	N/A	110.3%
Medical Sciences	105,224	74,236	N/A	115,096	75,018	68,626	91.4%	99.0%	N/A
Pathobiological Sciences	N/A	68,668	N/A	99,118	65,501	66,764	N/A	104.8%	N/A
Comparative Biosciences	98,048	N/A	61,382	92,595	60,497	66,962	105.9%	N/A	91.7%
Surgical Sciences	N/A	77,395		116,696	70,348	63,706	N/A	110.0%	0.0%
Social Studies	89,265	64,341	58,829	103,337	79,144	58,824	86.4%	81.3%	100.0%
Agricultural & Applied Economics	N/A	N/A	72,000	102,523	83,477	73,296	N/A	N/A	98.2%
Life Sciences Communication	81,068	64,714	60,000	95,232	N/A	63,000	85.1%	N/A	95.2%
Rural Sociology	98,407	N/A	61,245	83,663	69,655	58,379	117.6%	N/A	104.9%
Natural Resources-Landscape Architecture	95,367	66,598	55,268	83,493	N/A	55,696	114.2%	N/A	99.2%
Urban & Regional Planning	N/A	N/A	N/A	80,283	N/A	57,054	N/A	N/A	N/A
School of Business	183,042	140,000	113,016	170,315	138,000	105,977	107.5%	101.4%	106.6%
Counseling Psychology	74,366	N/A	54,034	88,157	63,261	N/A	84.4%	N/A	N/A
Curriculum & Instruction	84,858	62,021	56,100	100,560	62,052	55,500	84.4%	100.0%	101.1%

Educational Leadership & Policy Analysis	74,753	65,739	N/A	98,904	64,152	56,540	75.6%	102.5%	N/A
Educational Policy Studies	83,684	68,313	55,786	86,194	N/A	61,330	97.1%	N/A	91.0%
Educational Psychology	91,091	62,000	62,368	107,030	68,430	55,912	85.1%	90.6%	111.5%
Rehabilitation Psychology & Special Education	78,879	62,037	56,009	86,456	64,773	57,000	91.2%	95.8%	98.3%
School of Human Ecology	80,289	64,174	55,963	79,395	62,553	57,985	101.1%	102.6%	96.5%
Law School	125,846	N/A	90,711	130,605	99,918	91,309	96.4%	N/A	99.3%
Anthropology	71,461	60,812	60,000	81,000	58,088	51,329	88.2%	104.7%	116.9%
Afro-American Studies	87,085	58,865	N/A	100,704	N/A	64,260	86.5%	N/A	N/A
Communication Arts	74,332	81,543	53,531	79,451	62,476	56,000	93.6%	130.5%	95.6%
Economics	123,942	N/A	84,651	178,500	153,810	92,148	69.4%	N/A	91.9%
Ethnic Studies	92,892	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	N/A	60,982	53,736	91,799	61,659	55,078	N/A	98.9%	97.6%
LaFollette School of Public Affairs	87,146	90,946	70,000	110,317	N/A	71,262	79.0%	N/A	98.2%
School of Journalism & Mass Communication	98,120	N/A	56,642	79,637	N/A	55,870	123.2%	N/A	101.4%
School of Library & Information Studies	74,963	N/A	56,631	N/A	N/A	55,870	N/A	N/A	101.4%
Political Science	83,281	N/A	55,385	103,337	73,667	57,281	80.6%	N/A	96.7%
Psychology	98,157	66,625	N/A	118,855	72,420	58,187	82.6%	92.0%	N/A
Social Work	89,265	73,558	62,718	92,641	N/A	62,579	96.4%	N/A	100.2%
Sociology	103,107	N/A	57,160	112,995	68,610	56,000	91.2%	N/A	102.1%
Urban & Regional Planning	N/A	N/A	58,093	68,841	N/A	N/A	N/A	N/A	N/A
School of Nursing	96,838	63,716	65,000	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	62,015	N/A	N/A	73,892	N/A	N/A	83.9%	N/A	N/A

Humanities

Humanities	78,088	61,105	51,169	81,562	58,858	52,020	95.7%	103.8%	98.4%
Art	68,709	59,915	53,163	73,085	56,714	58,071	94.0%	105.6%	91.5%
Dance	67,043	N/A	N/A	62,159	56,726	N/A	107.9%	N/A	N/A
African Languages & Literature	80,347	N/A	52,960	86,711	N/A	51,204	92.7%	N/A	103.4%
Art History	78,659	66,774	50,731	77,407	N/A	N/A	101.6%	N/A	N/A
Classics	101,811	60,258	50,158	84,979	57,166	51,096	119.8%	105.4%	98.2%
Comparative Literature	85,428	N/A	N/A	81,485	N/A	48,753	104.8%	N/A	N/A
East Asian Languages & Literature	85,731	56,407	48,465	86,350	62,189	49,408	99.3%	90.7%	98.1%
English	90,995	61,438	51,169	94,491	65,448	53,528	96.3%	93.9%	95.6%
French & Italian	74,090	57,098	N/A	84,790	65,149	52,071	87.4%	87.6%	N/A
German	69,591	59,614	N/A	76,505	54,738	51,158	91.0%	108.9%	N/A
Hebrew & Semitic Studies	74,070	61,695	52,409	98,506	N/A	52,772	75.2%	N/A	99.3%
History	82,100	63,532	52,000	100,608	57,946	55,723	81.6%	109.6%	93.3%
History of Science	N/A	72,908	50,234	93,289	66,431	51,349	N/A	109.8%	97.8%
Linguistics	75,601	N/A	48,641	86,745	59,292	51,724	87.2%	N/A	94.0%
School of Music	71,817	60,332	50,650	77,823	58,423	52,020	92.3%	103.3%	97.4%
Philosophy	79,056	N/A	60,000	80,669	N/A	54,054	98.0%	N/A	111.0%
Scandinavian Studies	82,355	N/A	50,001	71,810	N/A	N/A	114.7%	N/A	N/A
Slavic Languages	91,288	58,307	N/A	90,739	57,760	52,812	100.6%	100.9%	N/A
Languages & Cultures of Asia	77,093		51,532	73,533	81,100	54,219	104.8%	0.0%	95.0%
Spanish & Portuguese	73,650	61,257	50,460	71,915	56,117	49,563	102.4%	109.2%	101.8%
Theatre & Drama	85,691	59,612	55,000	76,304	72,139	50,923	112.3%	82.6%	108.0%

Women's Studies Program	66,970	N/A	58,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social Sciences	N/A	N/A	N/A	N/A	N/A	68,060	N/A	N/A	N/A	N/A
Liberal Studies & the Arts	68,956	65,459	N/A	69,542	N/A	N/A	99.2%	N/A	N/A	N/A

SOURCE: October 2005 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

Table 12a. Offers Made, 2002-2005

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	35	105	25.0%	18	51.4%	52	49.5%
College of Engineering	18	44	29.0%	9	50.0%	25	56.8%
Letters & Sciences	14	60	18.9%	6	42.9%	26	43.3%
College of Agricultural & Life Sciences	3	1	75.0%	3	100.0%	1	100.0%
Biological Sciences	37	74	33.3%	34	91.9%	60	81.1%
Letters & Sciences	8	2	80.0%	8	100.0%	2	100.0%
School of Veterinary Medicine	1	4	20.0%	1	100.0%	4	100.0%
School of Pharmacy	1	2	33.3%	1	100.0%	2	100.0%
Medical School	20	53	27.4%	17	85.0%	40	75.5%
College of Agricultural & Life Sciences	7	13	35.0%	7	100.0%	12	92.3%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	3	18	14.3%	2	66.7%	13	72.2%
College of Engineering	1	6	14.3%	0	0.0%	5	83.3%
Letters & Sciences	2	12	14.3%	2	100.0%	8	66.7%
College of Agricultural & Life Sciences	0	0	N/A	N/A	N/A	N/A	N/A
Biological Sciences	6	25	19.4%	5	83.3%	17	68.0%
Letters & Sciences	1	1	50.0%	1	100.0%	1	100.0%
School of Veterinary Medicine	2	1	66.7%	1	50.0%	1	100.0%
School of Pharmacy	0	2	0.0%	N/A	N/A	1	50.0%
Medical School	3	18	14.3%	3	100.0%	12	66.7%
College of Agricultural & Life Sciences	0	3	0.0%	N/A	N/A	2	66.7%

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2002-2005

Division/School	Base Salary, Offers Made, Junior Faculty			Base Salary, Offers Accepted, Junior Faculty		
	Women Median	Men Median	Women's Median as % of Men's	Women Median	Men Median	Women's Median as % of Men's
Physical Sciences	\$100,000	\$103,333	96.8%	\$97,333	\$98,000	99.3%
College of Engineering	\$102,333	\$104,000	98.4%	\$101,333	\$104,000	97.4%
Letters & Sciences	\$88,000	\$92,667	95.0%	\$90,000	\$89,333	100.7%
College of Agricultural & Life Sciences	\$68,500	\$69,000	99.3%	\$68,500	\$69,000	99.3%
Biological Sciences	\$74,500	\$75,000	99.3%	\$74,000	\$75,000	98.7%
Letters & Sciences	\$78,000	\$76,667	101.7%	\$78,000	\$76,667	101.7%
School of Veterinary Medicine	**	\$106,667	**	**	\$106,667	**
School of Pharmacy	\$73,333	\$80,000	91.7%	\$73,333	\$80,000	91.7%
Medical School	\$74,000	\$75,000	98.7%	\$74,000	\$76,500	96.7%
College of Agricultural & Life Sciences	\$72,500	\$73,000	99.3%	\$72,500	\$72,000	100.7%

Division/School	Base Salary, Offers Made, Tenured Faculty			Base Salary, Offers Accepted, Tenured Faculty		
	Women Median	Men Median	Women's Median as % of Men's	Women Median	Men Median	Women's Median as % of Men's
Physical Sciences	\$126,667	\$124,667	101.6%	\$114,000	\$122,667	92.9%
College of Engineering	\$126,667	\$129,000	98.2%	N/A	\$127,333	N/A
Letters & Sciences	\$114,000	\$114,000	100.0%	\$114,000	\$109,000	104.6%
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$128,667	\$105,000	122.5%	\$128,667	\$102,500	125.5%
Letters & Sciences	\$133,333	\$100,000	133.3%	\$133,333	\$100,000	133.3%
School of Veterinary Medicine	\$128,667	**	**	\$128,667	**	**
School of Pharmacy	N/A	\$136,667	N/A	N/A	\$100,000	N/A
Medical School	\$120,000	\$105,000	114.3%	\$120,000	\$97,500	123.1%
College of Agricultural & Life Sciences	N/A	\$108,000	N/A	N/A	\$127,333	N/A

** Data not provided.

Table 12c. Total Startup Package* Offers, 2002-2005

Division/School	Total Startup, Offers Made, Junior Faculty			Total Startup, Offers Accepted, Junior Faculty		
	Women Median	Men Median	Women's Median as % of Men's	Women Median	Men Median	Women's Median as % of Men's
Physical Sciences	\$209,360	\$208,000	100.7%	\$223,500	\$231,550	96.5%
College of Engineering	\$209,360	\$284,661	73.5%	\$199,720	\$272,500	73.3%
Letters & Sciences	\$164,514	\$177,167	92.9%	\$304,750	\$174,533	174.6%
College of Agricultural & Life Sciences	\$228,000	\$178,000	128.1%	\$228,000	\$178,000	128.1%
Biological Sciences	\$222,000	\$216,750	102.4%	\$212,500	\$216,750	98.0%
Letters & Sciences	\$137,500	\$376,091	36.6%	\$137,500	\$376,091	36.6%
School of Veterinary Medicine	\$330,556	\$207,700	159.2%	\$330,556	\$207,700	159.2%
School of Pharmacy	\$539,900	\$235,000	229.7%	\$539,900	\$235,000	229.7%
Medical School	\$270,000	\$210,000	128.6%	\$270,000	\$210,000	128.6%
College of Agricultural & Life Sciences	\$232,000	\$225,000	103.1%	\$232,000	\$243,500	95.3%

Division/School	Total Startup, Offers Made, Tenured Faculty			Total Startup, Offers Accepted, Tenured Faculty		
	Women Median	Men Median	Women's Median as % of Men's	Women Median	Men Median	Women's Median as % of Men's
Physical Sciences	\$230,250	\$160,750	143.2%	\$211,075	\$154,000	137.1%
College of Engineering	\$306,787	\$179,750	170.7%	N/A	\$161,500	N/A
Letters & Sciences	\$211,075	\$151,600	139.2%	\$211,075	\$90,700	232.7%
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$226,750	\$280,000	81.0%	\$153,500	\$262,400	58.5%
Letters & Sciences	\$153,500	\$73,500	208.8%	\$153,500	\$73,500	208.8%
School of Veterinary Medicine	\$160,000	\$262,400	61.0%	***	\$262,400	***
School of Pharmacy	N/A	\$933,334	N/A	N/A	\$516,667	N/A
Medical School	\$300,000	\$275,500	108.9%	\$300,000	\$265,000	113.2%
College of Agricultural & Life Sciences	N/A	\$398,000	N/A	N/A	\$329,000	N/A

* Total Startup Package does not include Base Salary.

*** No Data Provided.

Table 13. New Hires, 1999-2005

	1999-2000		2000-2001		2001-2002		2002-2003		2003-2004		2004-2005		2005-2006	
	Total Hires	Percent Women	Total Hires	Percent Women	Total Hires	Percent Women	Total Hires	Percent Women	Total Hires	Percent Women	Total Hires	Percent Women	Total Hires	Percent Women
Junior Hires														
Biological Sciences	27	33.3%	35	40.0%	38	31.6%	35	31.4%	34	41.2%	24	37.5%	21	23.8%
Physical Sciences	20	10.0%	27	25.9%	18	5.6%	22	18.2%	14	35.7%	21	38.1%	13	0.0%
Senior Hires														
Biological Sciences	5	0.0%	5	20.0%	12	16.7%	9	0.0%	13	15.4%	5	40.0%	14	28.6%
Physical Sciences	6	16.7%	6	16.7%	5	20.0%	7	14.3%	5	20.0%	2	50.0%	1	0.0%
Total Hires, Biological Sciences	32	28.1%	40	37.5%	50	28.0%	44	25.0%	47	34.0%	29	37.9%	35	25.7%
Total Hires, Physical Sciences	26	11.5%	33	24.2%	23	8.7%	29	17.2%	19	31.6%	23	39.1%	14	0.0%
Total Hires, Junior	47	23.4%	62	33.9%	56	23.2%	57	26.3%	48	39.6%	45	37.8%	34	14.7%
Total Hires, Senior	11	9.1%	11	18.2%	17	19.7%	16	6.3%	18	16.7%	7	42.9%	15	26.7%
TOTAL HIRES	58	20.7%	73	31.5%	73	21.9%	73	21.9%	66	33.3%	52	38.5%	49	18.4%

NOTE: Faculty hired as Assistant Professors are Junior Hires; Associate and (Full) Professors are Senior Hires.
 SOURCE: October Frozen Data Slice, 1998-2005. Prepared by Jennifer Sheridan.