

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2006

Division/Department	Women	Men	% Women
Physical Sciences	59.50	400.80	12.9%
Biological Systems Engineering	1.00	12.25	7.5%
Soil Science	4.50	16.00	22.0%
Chemical & Biological Engineering	1.00	16.00	5.9%
Civil & Environmental Engineering	3.00	23.75	11.2%
Electrical & Computer Engineering	6.00	37.50	13.8%
Biomedical Engineering	3.00	6.10	33.0%
Industrial Engineering	3.50	12.00	22.6%
Mechanical Engineering	3.00	28.75	9.4%
Materials Science & Engineering	3.00	11.00	21.4%
Engineering Physics	1.25	20.50	5.7%
Engineering Professional Development	-	5.00	0.0%
Astronomy	3.75	8.00	31.9%
Chemistry	3.50	36.00	8.9%
Computer Sciences	5.00	31.00	13.9%
Geology & Geophysics	5.00	16.00	23.8%
Mathematics	2.25	47.75	4.5%
Atmospheric & Oceanic Sciences	1.00	14.00	6.7%
Physics	6.25	45.75	12.0%
Statistics	3.50	13.45	20.6%
Biological Sciences	185.31	580.79	24.2%
Agronomy	2.50	16.00	13.5%
Animal Science	1.00	13.60	6.8%
Bacteriology	4.00	14.00	22.2%
Biochemistry	8.50	25.00	25.4%
Dairy Science	1.00	11.40	8.1%
Entomology	3.00	11.00	21.4%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	12.00	14.3%
Genetics	2.50	11.67	17.6%
Horticulture	3.00	13.50	18.2%
Nutritional Sciences	5.00	5.50	47.6%
Plant Pathology	6.00	7.00	46.2%
Forest Ecology & Management	0.50	13.80	3.5%
Natural Resources - Wildlife Ecology	0.00	6.00	0.0%
Kinesiology	10.00	7.00	58.8%
Nelson Institute for Environmental Studies	3.50	3.25	51.9%
Botany	7.50	8.50	46.9%
Communicative Disorders	9.00	4.00	69.2%
Zoology	8.00	15.00	34.8%
Anatomy	5.00	15.50	24.4%
Anesthesiology	-	5.50	0.0%
Biostatistics & Medical Informatics	2.75	8.75	23.9%
Family Medicine	2.00	5.75	25.8%

Genetics	2.00	5.42	27.0%
Obstetrics & Gynecology	2.00	10.00	16.7%
Medical History & Bioethics	2.50	5.90	29.8%
Human Oncology	1.00	8.25	10.8%
Medicine	11.00	49.75	18.1%
Dermatology	-	6.00	0.0%
Medical Microbiology	5.20	8.50	38.0%
Medical Physics	1.00	13.75	6.8%
Neurology	-	9.50	0.0%
Neurological Surgery	2.00	6.00	25.0%
Oncology	4.00	11.90	25.2%
Ophthalmology & Visual Sciences	3.50	10.00	25.9%
Orthopedics & Rehabilitation	1.00	10.50	8.7%
Pathology & Laboratory Medicine	5.00	14.00	26.3%
Pediatrics	9.25	12.60	42.3%
Pharmacology	2.50	10.00	20.0%
Biomolecular Chemistry	2.80	7.25	27.9%
Physiology	6.00	14.00	30.0%
Population Health Sciences	9.30	13.50	40.8%
Psychiatry	8.51	7.60	52.8%
Radiology	2.50	14.65	14.6%
Surgery	1.00	28.00	3.4%
School of Pharmacy	5.50	24.00	18.6%
Animal Health & Biomedical Sciences	-	5.00	0.0%
Medical Sciences	3.00	9.00	25.0%
Pathobiological Sciences	1.00	12.00	7.7%
Comparative Biosciences	4.00	9.00	30.8%
Surgical Sciences	2.00	7.00	22.2%

Social Studies	230.20	360.23	39.0%
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Agricultural & Applied Economics	3.00	21.90	12.0%
Life Sciences Communication	5.00	3.50	58.8%
Rural Sociology	3.00	9.00	25.0%
Natural Resources-Landscape Architecture	4.00	3.00	57.1%
Urban & Regional Planning	1.00	4.00	20.0%
School of Business	13.75	62.00	18.2%
Counseling Psychology	5.00	4.00	55.6%
Curriculum & Instruction	19.00	17.15	52.6%
Educational Leadership & Policy Analysis	4.75	10.00	32.2%
Educational Policy Studies	6.00	5.00	54.5%
Educational Psychology	7.00	11.00	38.9%
Rehabilitation Psychology & Special Education	5.00	6.00	45.5%
School of Human Ecology	21.00	14.00	60.0%
Law School	14.50	24.25	37.4%
Anthropology	9.00	14.00	39.1%
Afro-American Studies	4.50	4.25	51.4%
Communication Arts	9.00	12.00	42.9%
Economics	4.20	23.00	15.4%
Ethnic Studies	1.00	-	100.0%
Geography	5.00	14.00	26.3%
LaFollette School of Public Affairs	3.50	7.50	31.8%

School of Journalism & Mass Communication	4.00	8.00	33.3%
School of Library & Information Studies	9.00	1.50	85.7%
Political Science	7.00	29.00	19.4%
Psychology	14.00	18.00	43.8%
Social Work	11.50	4.00	74.2%
Sociology	15.00	23.92	38.5%
Urban & Regional Planning	-	3.75	0.0%
School of Nursing	19.50	-	100.0%
Professional Development & Applied Studies	2.00	2.51	44.3%
Humanities	158.25	212.23	42.7%
Art	11.00	15.00	42.3%
Dance	2.00	3.00	40.0%
African Languages & Literature	4.00	4.50	47.1%
Art History	8.00	4.75	62.7%
Classics	4.00	3.00	57.1%
Comparative Literature	1.00	3.25	23.5%
East Asian Languages & Literature	6.00	5.00	54.5%
English	28.20	22.30	55.8%
French & Italian	8.00	14.25	36.0%
German	6.00	9.35	39.1%
Hebrew & Semitic Studies	2.00	2.00	50.0%
History	16.50	31.00	34.7%
History of Science	2.00	4.50	30.8%
Linguistics	4.00	3.00	57.1%
School of Music	15.50	31.00	33.3%
Philosophy	3.00	16.00	15.8%
Scandinavian Studies	4.00	2.00	66.7%
Slavic Languages	2.00	6.00	25.0%
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	-	100.0%
Social Sciences	-	1.00	0.0%
Liberal Studies & the Arts	4.80	2.00	70.6%

SOURCE: October 2006 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.)
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Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2006

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	24.00	11.00	24.50	270.95	52.60	77.25	8.1%	17.3%	24.1%
Biological Systems Engineering	-	-	1.00	9.25	2.00	1.00	0.0%	0.0%	50.0%
Soil Science	-	1.50	3.00	13.00	1.00	2.00	0.0%	60.0%	60.0%
Chemical & Biological Engineering	1.00	-	-	9.00	4.00	3.00	10.0%	0.0%	0.0%
Civil & Environmental Engineering	1.00	-	2.00	15.75	5.00	3.00	6.0%	0.0%	40.0%
Electrical & Computer Engineering	1.00	1.00	4.00	26.50	7.00	4.00	3.6%	12.5%	50.0%
Biomedical Engineering	-	-	3.00	3.50	0.60	2.00	0.0%	0.0%	60.0%
Industrial Engineering	3.50	-	-	8.00	-	4.00	30.4%	N/A	0.0%
Mechanical Engineering	1.00	1.00	1.00	16.75	5.00	7.00	5.6%	16.7%	12.5%
Materials Science & Engineering	1.00	-	2.00	7.00	1.00	3.00	12.5%	0.0%	40.0%
Engineering Physics	0.25	1.00	-	13.50	4.00	3.00	1.8%	20.0%	0.0%
Engineering Professional Development	-	-	-	3.00	2.00	-	0.0%	0.0%	N/A
Astronomy	1.75	1.00	1.00	5.00	1.00	2.00	25.9%	50.0%	33.3%
Chemistry	1.50	-	2.00	25.00	2.00	9.00	5.7%	0.0%	18.2%
Computer Sciences	2.00	2.00	1.00	19.00	3.00	9.00	9.5%	40.0%	10.0%
Geology & Geophysics	4.00	1.00	-	12.00	2.00	2.00	25.0%	33.3%	0.0%
Mathematics	0.75	1.00	0.50	35.00	6.00	6.75	2.1%	14.3%	6.9%
Atmospheric & Oceanic Sciences	-	-	1.00	10.00	-	4.00	0.0%	N/A	20.0%
Physics	4.25	-	2.00	30.75	5.00	10.00	12.1%	0.0%	16.7%
Statistics	1.00	1.50	1.00	8.95	2.00	2.50	10.1%	42.9%	28.6%
Biological Sciences	70.31	48.25	66.75	367.99	102.05	110.75	16.0%	32.1%	37.6%
Agronomy	0.50	1.00	1.00	12.00	-	4.00	4.0%	100.0%	20.0%
Animal Science	-	-	1.00	9.60	1.00	3.00	0.0%	0.0%	25.0%
Bacteriology	1.00	2.00	1.00	10.00	2.00	2.00	9.1%	50.0%	33.3%
Biochemistry	6.00	-	2.50	21.00	2.00	2.00	22.2%	0.0%	55.6%
Dairy Science	1.00	-	-	6.40	3.00	2.00	13.5%	0.0%	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%	0.0%	N/A
Food Science	-	1.00	1.00	10.00	2.00	-	0.0%	33.3%	100.0%
Genetics	0.50	1.00	1.00	10.67	0.50	0.50	4.5%	66.7%	66.7%
Horticulture	-	1.00	2.00	7.50	1.00	5.00	0.0%	50.0%	28.6%
Nutritional Sciences	3.00	1.00	1.00	4.50	1.00	-	40.0%	50.0%	100.0%
Plant Pathology	5.00	-	1.00	6.00	1.00	0.00	45.5%	0.0%	100.0%
Forest Ecology & Management	-	0.50	-	9.80	4.00	-	0.0%	11.1%	N/A
Natural Resources - Wildlife Ecology	-	0.00	-	3.00	1.00	2.00	0.0%	0.0%	0.0%
Kinesiology	1.00	3.00	6.00	1.00	3.00	3.00	50.0%	50.0%	66.7%
Nelson Institute for Environmental Studies	1.00	1.50	1.00	2.65	0.60	-	27.4%	71.4%	100.0%
Botany	3.00	-	4.50	7.00	0.50	1.00	30.0%	0.0%	81.8%

Communicative Disorders	4.00	2.00	3.00	3.00	1.00	-	57.1%	66.7%	100.0%
Zoology	2.00	3.00	3.00	10.00	1.00	4.00	16.7%	75.0%	42.9%
Anatomy	2.00	3.00	-	10.50	2.00	3.00	16.0%	60.0%	0.0%
Anesthesiology	-	-	-	3.50	1.00	1.00	0.0%	0.0%	0.0%
Bioinformatics & Medical Informatics	1.00	0.25	1.50	3.25	2.50	3.00	23.5%	9.1%	33.3%
Family Medicine	1.00	-	1.00	3.10	1.65	1.00	24.4%	0.0%	50.0%
Genetics	-	-	2.00	2.42	0.50	2.50	0.0%	0.0%	44.4%
Obstetrics & Gynecology	-	1.00	1.00	7.00	-	3.00	0.0%	100.0%	25.0%
Medical History & Bioethics	1.00	1.00	0.50	2.90	2.00	1.00	25.6%	33.3%	33.3%
Human Oncology	-	1.00	-	5.05	3.00	0.20	0.0%	25.0%	0.0%
Medicine	3.00	1.00	7.00	23.00	13.75	13.00	11.5%	6.8%	35.0%
Dermatology	-	-	-	3.00	1.00	2.00	0.0%	0.0%	0.0%
Medical Microbiology	2.00	-	3.20	6.50	2.00	-	23.5%	0.0%	100.0%
Medical Physics	-	1.00	-	6.90	3.65	3.20	0.0%	21.5%	0.0%
Neurology	-	-	-	7.50	1.00	1.00	0.0%	0.0%	0.0%
Neurological Surgery	-	1.00	1.00	1.00	1.00	4.00	0.0%	50.0%	20.0%
Oncology	2.00	-	2.00	10.90	-	1.00	15.5%	N/A	66.7%
Ophthalmology & Visual Sciences	2.50	1.00	-	8.00	2.00	-	23.8%	33.3%	N/A
Orthopedics & Rehabilitation	-	1.00	-	3.50	3.00	4.00	0.0%	25.0%	0.0%
Pathology & Laboratory Medicine	4.00	1.00	-	7.00	2.00	5.00	36.4%	33.3%	0.0%
Pediatrics	3.00	1.50	4.75	9.60	1.00	2.00	23.8%	60.0%	70.4%
Pharmacology	1.00	0.50	1.00	6.00	1.00	3.00	14.3%	33.3%	25.0%
Biomolecular Chemistry	1.00	1.00	0.80	4.00	2.00	1.25	20.0%	33.3%	39.0%
Physiology	3.00	2.00	1.00	11.00	-	3.00	21.4%	100.0%	25.0%
Population Health Sciences	3.30	3.00	3.00	7.60	2.40	3.50	30.3%	55.6%	46.2%
Psychiatry	3.51	3.00	2.00	5.20	-	2.40	40.3%	100.0%	45.5%
Radiology	1.50	-	1.00	9.45	3.00	2.20	13.7%	0.0%	31.3%
Surgery	-	-	1.00	18.00	5.00	5.00	0.0%	0.0%	16.7%
School of Pharmacy	1.50	3.00	1.00	11.00	8.00	5.00	12.0%	27.3%	16.7%
Animal Health & Biomedical Sciences	-	-	-	4.00	-	1.00	0.0%	N/A	0.0%
Medical Sciences	1.00	2.00	-	5.00	3.00	1.00	16.7%	40.0%	0.0%
Pathobiological Sciences	-	1.00	-	8.00	3.00	1.00	0.0%	25.0%	0.0%
Comparative Biosciences	3.00	-	1.00	6.00	2.00	1.00	33.3%	0.0%	50.0%
Surgical Sciences	-	2.00	-	3.00	4.00	-	0.0%	33.3%	N/A

Social Studies	112.20	39.00	79.00	227.72	62.00	68.00	33.0%	38.6%	53.7%
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Agricultural & Applied Economics	-	-	3.00	16.90	3.00	2.00	0.0%	0.0%	60.0%
Life Sciences Communication	2.00	2.00	1.00	1.50	1.00	1.00	57.1%	66.7%	50.0%
Rural Sociology	2.00	-	1.00	6.00	1.00	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	-	-	1.00	2.00	-	2.00	0.0%	N/A	33.3%
School of Business	2.00	5.75	6.00	33.00	18.00	11.00	5.7%	24.2%	35.3%
Counseling Psychology	2.00	-	3.00	3.00	1.00	-	40.0%	0.0%	100.0%
Curriculum & Instruction	7.75	2.25	9.00	11.15	2.00	4.00	41.0%	52.9%	69.2%
Educational Leadership & Policy Analysis	3.75	1.00	-	6.00	1.00	3.00	38.5%	50.0%	0.0%

Educational Policy Studies	2.00	1.00	3.00	4.00	1.00	-	33.3%	50.0%	100.0%
Educational Psychology	2.00	2.00	3.00	7.00	3.00	1.00	22.2%	40.0%	75.0%
Rehabilitation Psychology & Special Education	3.00	1.00	1.00	3.00	1.00	2.00	50.0%	50.0%	33.3%
School of Human Ecology	13.00	5.00	3.00	7.00	3.00	4.00	65.0%	62.5%	42.9%
Law School	9.50	1.00	4.00	18.25	3.00	3.00	34.2%	25.0%	57.1%
Anthropology	6.00	2.00	1.00	7.00	3.00	4.00	46.2%	40.0%	20.0%
Afro-American Studies	3.50	1.00	-	3.25	-	1.00	51.9%	100.0%	0.0%
Communication Arts	3.00	2.00	4.00	7.00	3.00	2.00	30.0%	40.0%	66.7%
Economics	0.20	-	4.00	14.00	2.00	7.00	1.4%	0.0%	36.4%
Ethnic Studies	1.00	-	-	-	-	-	100.0%	N/A	N/A
Geography	-	1.00	4.00	10.00	2.00	2.00	0.0%	33.3%	66.7%
LaFollette School of Public Affairs	2.50	-	1.00	4.25	1.00	2.25	37.0%	0.0%	30.8%
School of Journalism & Mass Communication	3.00	-	1.00	7.50	0.50	-	28.6%	0.0%	100.0%
School of Library & Information Studies	2.00	2.00	5.00	-	0.50	1.00	100.0%	80.0%	83.3%
Political Science	4.00	2.00	1.00	17.25	5.00	6.75	18.8%	28.6%	12.9%
Psychology	12.00	1.00	1.00	13.00	1.00	4.00	48.0%	50.0%	20.0%
Social Work	3.50	1.00	7.00	3.00	-	1.00	53.8%	100.0%	87.5%
Sociology	7.00	2.00	6.00	16.92	6.00	1.00	29.3%	25.0%	85.7%
Urban & Regional Planning	-	-	-	3.75	-	-	0.0%	N/A	N/A
School of Nursing	12.50	3.00	4.00	-	-	-	100.0%	100.0%	100.0%
Professional Development & Applied Studies	2.00	-	-	-	-	-	100.0%	N/A	N/A

Humanities **89.00** **34.75** **34.50** **138.23** **38.00** **36.00** **39.2%** **47.8%** **48.9%**

Art	5.00	5.00	1.00	8.00	3.00	4.00	38.5%	62.5%	20.0%
Dance	2.00	-	-	2.00	1.00	-	50.0%	0.0%	N/A
African Languages & Literature	3.00	-	1.00	2.50	-	2.00	54.5%	N/A	33.3%
Art History	4.00	2.00	2.00	4.75	-	-	45.7%	100.0%	100.0%
Classics	4.00	-	-	1.00	1.00	1.00	80.0%	0.0%	0.0%
Comparative Literature	1.00	-	-	1.25	-	2.00	44.4%	N/A	0.0%
East Asian Languages & Literature	1.00	3.00	2.00	1.00	2.00	2.00	50.0%	60.0%	50.0%
English	15.20	7.00	6.00	14.30	4.00	4.00	51.5%	63.6%	60.0%
French & Italian	5.00	2.00	1.00	12.25	1.00	1.00	29.0%	66.7%	50.0%
German	4.00	2.00	-	7.35	1.00	1.00	35.2%	66.7%	0.0%
Hebrew & Semitic Studies	2.00	-	-	2.00	-	-	50.0%	N/A	N/A
History	10.50	3.00	3.00	19.00	9.00	3.00	35.6%	25.0%	50.0%
History of Science	1.00	-	1.00	1.50	2.00	1.00	40.0%	0.0%	50.0%
Linguistics	3.00	-	1.00	2.00	-	1.00	60.0%	N/A	50.0%
School of Music	9.50	3.00	3.00	23.00	6.00	2.00	29.2%	33.3%	60.0%
Philosophy	2.00	-	1.00	13.00	1.00	2.00	13.3%	0.0%	33.3%
Scandinavian Studies	2.00	-	2.00	2.00	-	-	50.0%	N/A	100.0%
Slavic Languages	2.00	-	-	4.00	1.00	1.00	33.3%	0.0%	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	3.00	4.00	6.00	3.00	5.00	40.0%	50.0%	44.4%
Theatre & Drama	2.00	2.75	3.00	4.00	2.00	2.00	33.3%	57.9%	60.0%
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 2006 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

Table 3a. Tenure Promotion Outcomes by Gender, 2006

2002 - 2006

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	11	11	100.0%	60	53	88.3%
Biological Sciences	29	26	89.7%	51	43	84.3%
Social Studies	34	29	85.3%	59	57	96.6%
Humanities	41	40	97.6%	31	30	96.8%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2006

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	46.7%	13.3%	40.0%	76	34.2%	13.2%	52.6%
2003-07	20	100.0%	0.0%	0.0%	57	94.7%	1.8%	3.5%

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	4.3%	21.7%	73.9%	49	2.0%	26.5%	71.4%
1999-03	46	45.7%	17.4%	37.0%	86	40.7%	20.9%	38.4%
2003-07	30	96.7%	3.3%	0.0%	57	94.7%	3.5%	1.8%

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	2.1%	43.8%	54.2%	51	0.0%	41.2%	58.8%
1995-99	41	2.4%	56.1%	41.5%	54	3.7%	48.1%	48.1%
1999-03	52	38.5%	36.5%	25.0%	78	26.9%	23.1%	50.0%
2003-07	63	92.1%	3.2%	4.8%	47	89.4%	4.3%	6.4%

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	21.3%	10.6%	68.1%	43	37.2%	14.0%	48.8%
2003-07	25	88.0%	8.0%	4.0%	25	92.0%	0.0%	8.0%

SOURCE: UW Madison Tenure file and IADS appointment information system, Dec 2006

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, 2006

Division	Women			Men			Women's Median Time in Rank as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Total	7.1	2.1	3.1	11.3	2.8	3.1	62.8%	75.0%	100.0%
Physical Sciences	5.2	1.1	2.3	11.3	2.1	2.1	46.0%	52.4%	109.5%
Biological Sciences	7.1	3.3	3.5	11.1	4.1	3.3	64.0%	80.5%	106.1%
Social Studies	7.1	1.1	2.1	12.1	1.6	2.1	58.7%	68.8%	100.0%
Humanities	8.1	2.1	1.8	12.1	2.1	2.7	66.9%	100.0%	66.7%

SOURCE: UW Madison IADS (Integrated Appointment Data System), October 2006 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, 2006

Division/Department	Women				Men				Women's Median as % of Men's			
	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant
Physical Sciences	6.0	16.5	6.0	2.0	16.0	19.0	7.0	2.0	37.5%	86.8%	85.7%	100.0%
Biological Sciences	7.0	16.0	9.0	3.0	14.0	19.0	9.0	3.0	50.0%	84.2%	100.0%	100.0%
Social Studies	7.0	17.0	7.0	2.0	13.0	20.0	6.0	2.0	53.8%	85.0%	116.7%	100.0%
Humanities	10.0	18.0	6.0	2.0	15.0	18.0	7.5	2.5	66.7%	100.0%	80.0%	80.0%

SOURCE: October 2006 IADS Frozen slice

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

Table 5b. Attrition by Gender, 2005-2006

	Headcounts			%		
	Retired	Resigned	2005 Total	Retired	Resigned	Left UW
Total	71	61	2219	3.2%	2.7%	5.9%
Women	9	20	617	1.5%	3.2%	4.7%
Men	62	41	1602	3.9%	2.6%	6.4%
Physical Sciences						
Women	0	1	58	0.0%	1.7%	1.7%
Men	14	8	446	3.1%	1.8%	4.9%
Biological Sciences						
Women	4	3	156	2.6%	1.9%	4.5%
Men	24	12	545	4.4%	2.2%	6.6%
Social Studies						
Women	4	11	220	1.8%	5.0%	6.8%
Men	11	16	370	3.0%	4.3%	7.3%
Humanities						
Women	1	5	183	0.5%	2.7%	3.3%
Men	13	5	241	5.4%	2.1%	7.5%

SOURCE: IADS appointment system, Feb. 2006

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, 2006

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.8	25.6	0.7	59.3	30.1%
Research	0.8	41.7	0.9	280.3	12.9%
Clinical	N/A	N/A	N/A	N/A	N/A
Biological Sciences					
Teaching	0.7	50.7	0.8	35.3	59.0%
Research	0.8	265.6	0.8	341.2	43.8%
Clinical	0.8	309.0	0.8	532.8	36.7%
Social Studies					
Teaching	0.5	88.3	0.6	75.4	54.0%
Research	0.7	62.0	0.8	51.4	54.7%
Clinical	0.7	39.1	0.8	16.6	70.1%
Humanities					
Teaching	0.6	59.7	0.6	47.3	55.8%
Research	0.8	2.5	0.9	8.5	22.7%
Clinical	N/A	N/A	N/A	N/A	N/A
Administrative Units					
Teaching	0.8	6.0	0.4	2.0	74.8%
Research	0.7	9.2	0.8	6.2	60.0%
Clinical	0.6	4.7	0.7	3.0	61.1%

SOURCE: October Payroll 2006

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, 2006

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	27	286	8.6%	5	15	25.0%	18.5%	5.2%
Biological Sciences	73	391	15.7%	5	43	10.4%	6.8%	11.0%
Social Studies	81	182	30.8%	9	16	36.0%	11.1%	8.8%
Humanities	91	144	38.7%	10	12	45.5%	11.0%	8.3%
Total	261	949	21.6%	29	86	25.2%	11.1%	9.1%

SOURCE: IADS appointment system frozen slice, October 2006.

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

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2006

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	26	294	8.1%	1	9	10.0%	3.8%	3.1%
Biological Sciences	65	345	15.9%	3	16	15.8%	4.6%	4.6%
Social Studies	105	231	31.3%	13	19	40.6%	12.4%	8.2%
Humanities	102	149	40.6%	2	2	50.0%	2.0%	1.3%
Total	298	1019	22.6%	19	46	29.2%	6.4%	4.5%

SOURCE: IADS Frozen Appointment Data view, October 2006.

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

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2006

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	26	294	8.1%	1	2	33.3%	3.8%	0.7%
Biological Sciences	65	345	15.9%	0	0	N/A	0.0%	0.0%
Social Studies	105	231	31.3%	0	1	0.0%	0.0%	0.4%
Humanities	102	149	40.6%	1	1	50.0%	1.0%	0.7%
Total	298	1019	22.6%	2	6	25.0%	0.7%	0.6%

SOURCE: IADS Frozen Appointment Data view, October 2006.

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

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2006

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	26	294	8.1%	0	18	0.0%	0.0%	6.1%
Biological Sciences	65	345	15.9%	1	15	6.3%	1.5%	4.3%
Social Studies	105	231	31.3%	7	12	36.8%	6.7%	5.2%
Humanities	102	149	40.6%	8	12	40.0%	7.8%	8.1%
Total	298	1019	22.6%	16	57	21.9%	5.4%	5.6%

SOURCE: IADS appointment system frozen slice, October 2006.

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

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs
Chairs, 2006**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	11	26.7%
Hilldale Professors	3	10	23.1%
John Bascom Professors	1	4	20.0%
Evju-Bascom Professors	4	6	40.0%
Named-Bascom Professors	19	44	30.2%
Steenbock Professors	1	9	10.0%
Wisconsin Distinguished Professors	0	8	0.0%
Other named professorships (incl. WARF)	38	196	16.2%
Holds two named professorships	7	34	17.1%
New named professorships	9	20	31.0%
Number holding named professorships	63	254	19.9%
Full Professors at UW-Madison	298	1019	22.6%
Major Awards			
Vilas Associate Award	11	15	42.3%
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	2	2	50.0%
WARF Kellett Mid-Career Award	2	5	28.6%
Tenured Professors at UW-Madison	433	1278	25.3%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2006.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2006; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2006.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2006

	Women	Men	% Female
Faculty Senate			
Physical Sciences	2	44	4.3%
Biological Sciences	12	58	17.1%
Social Studies	22	37	37.3%
Arts & Humanities	15	22	40.5%
Senators (total)	51	161	24.1%
Physical Sciences	4	33	10.8%
Biological Sciences	18	48	27.3%
Social Studies	15	22	40.5%
Arts & Humanities	11	18	37.9%
Alternates (Total)	48	121	28.4%
Athletic Board	9	13	40.9%
Campus Planning Committee	6	7	46.2%
Divisional Executive Committees*			
Physical Sciences	2	10	16.7%
Bio. Sciences, Curriculum Planning	3	6	33.3%
Bio. Sciences, Strategic Planning	0	9	0.0%
Bio. Sciences, Tenure	5	7	41.7%
Social Studies	5	7	41.7%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	2	7	22.2%
Faculty Rights and Responsibilities Committee*	6	3	66.7%
Library Committee*	7	6	53.8%
University Committee*	3	3	50.0%
University Academic Planning Council	4	10	28.6%
Graduate School Academic Planning Council	3	4	42.9%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	2	2	50.0%
Social Studies	3	3	50.0%
Arts & Humanities	3	2	60.0%
Graduate School Research Committee			
Physical Sciences	3	8	27.3%
Biological Sciences	4	7	36.4%
Social Studies	3	7	30.0%
Arts & Humanities	5	6	45.5%
All Faculty	639	1571	28.9%
Physical Sciences	64	439	12.7%
Biological Sciences	163	539	23.2%
Social Studies	228	361	38.7%
Arts & Humanities	184	232	44.2%

SOURCE: 2006-2007 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2006. Totals from IADS appointment system frozen slice October 2006.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2006. 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), 2006

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	84,464	94,173	89.7%
Biological Systems Engineering	59,963	84,122	71.3%
Soil Science	63,020	77,788	81.0%
Chemical & Biological Engineering	105,331	100,178	105.1%
Civil & Environmental Engineering	81,062	96,444	84.1%
Electrical & Computer Engineering	84,641	103,888	81.5%
Biomedical Engineering	80,000	94,741	84.4%
Industrial Engineering	125,465	124,676	100.6%
Mechanical Engineering	89,803	97,665	92.0%
Materials Science & Engineering	84,072	108,401	77.6%
Engineering Physics	91,298	112,572	81.1%
Engineering Professional Development	N/A	95,173	N/A
Astronomy	77,726	88,434	87.9%
Chemistry	68,508	87,822	78.0%
Computer Sciences	92,087	113,563	81.1%
Geology & Geophysics	75,105	79,412	94.6%
Mathematics	80,000	91,069	87.8%
Atmospheric & Oceanic Sciences	61,140	87,693	69.7%
Physics	95,271	91,192	104.5%
Statistics	81,725	98,495	83.0%
Biological Sciences	78,683	88,388	89.0%
Agronomy	66,130	74,454	88.8%
Animal Science	81,539	79,549	102.5%
Bacteriology	78,513	91,796	85.5%
Biochemistry	92,868	112,740	82.4%
Dairy Science	85,052	77,016	110.4%
Entomology	60,587	85,366	71.0%
Food Microbiology & Toxicology	85,674	82,992	103.2%
Food Science	64,510	83,383	77.4%
Genetics	69,161	114,460	60.4%
Horticulture	65,252	79,458	82.1%
Nutritional Sciences	82,199	97,308	84.5%
Plant Pathology	75,959	93,242	81.5%
Forest Ecology & Management	72,041	91,235	79.0%
Natural Resources - Wildlife Ecology	N/A	77,438	N/A
Kinesiology	59,262	64,454	91.9%
Nelson Institute for Environmental Studies	72,041	92,005	78.3%
Botany	57,338	91,259	62.8%
Communicative Disorders	79,791	83,046	96.1%
Zoology	65,812	80,314	81.9%
Anatomy	78,797	97,859	80.5%
Anesthesiology	N/A	93,646	N/A
Biostatistics & Medical Informatics	70,085	90,517	77.4%

Family Medicine	104,564	102,907	101.6%
Genetics	66,532	75,212	88.5%
Obstetrics & Gynecology	52,948	80,633	65.7%
Medical History & Bioethics	87,206	91,242	95.6%
Human Oncology	70,993	94,084	75.5%
Medicine	85,393	84,259	101.3%
Dermatology	N/A	102,308	N/A
Medical Microbiology	75,729	103,351	73.3%
Medical Physics	81,334	85,409	95.2%
Neurology	N/A	89,721	N/A
Neurological Surgery	71,446	65,224	109.5%
Oncology	90,147	111,835	80.6%
Ophthalmology & Visual Sciences	102,102	108,842	93.8%
Orthopedics & Rehabilitation	72,508	66,066	109.8%
Pathology & Laboratory Medicine	95,071	88,353	107.6%
Pediatrics	91,235	103,621	88.0%
Pharmacology	85,282	90,599	94.1%
Biomolecular Chemistry	79,279	96,803	81.9%
Physiology	99,628	115,317	86.4%
Population Health Sciences	87,255	102,152	85.4%
Psychiatry	90,051	85,961	104.8%
Radiology	81,343	77,114	105.5%
Surgery	77,727	66,379	117.1%
School of Pharmacy	75,197	84,354	89.1%
Animal Health & Biomedical Sciences	N/A	93,525	N/A
Medical Sciences	85,865	91,219	94.1%
Pathobiological Sciences	69,549	97,585	71.3%
Comparative Biosciences	89,330	94,062	95.0%
Surgical Sciences	78,945	71,963	109.7%
Social Studies	77,178	96,007	80.4%
Agricultural & Applied Economics	73,299	93,155	78.7%
Life Sciences Communication	66,496	93,734	70.9%
Rural Sociology	94,475	73,007	129.4%
Natural Resources-Landscape Architecture	62,367	75,665	82.4%
Urban & Regional Planning	56,162	68,295	N/A
School of Business	144,000	156,967	91.7%
Counseling Psychology	57,000	89,717	63.5%
Curriculum & Instruction	61,539	87,863	70.0%
Educational Leadership & Policy Analysis	76,082	94,036	80.9%
Educational Policy Studies	64,765	87,689	73.9%
Educational Psychology	62,932	95,000	66.2%
Rehabilitation Psychology & Special Education	73,184	67,213	108.9%
School of Human Ecology	74,182	75,763	97.9%
Law School	129,240	124,863	103.5%
Anthropology	71,812	67,847	105.8%
Afro-American Studies	84,375	102,442	82.4%
Communication Arts	60,821	76,794	79.2%
Economics	96,500	160,224	60.2%
Ethnic Studies	88,509	N/A	N/A
Geography	56,889	80,654	70.5%

LaFollette School of Public Affairs	88,823	94,933	93.6%
School of Journalism & Mass Communication	86,247	86,740	99.4%
School of Library & Information Studies	68,000	66,000	103.0%
Political Science	85,078	88,325	96.3%
Psychology	97,899	101,159	96.8%
Social Work	65,073	94,611	68.8%
Sociology	88,312	89,760	98.4%
Urban & Regional Planning	N/A	71,756	N/A
School of Nursing	87,887	N/A	N/A
Professional Development & Applied Studies	63,376	75,212	84.3%
Humanities	70,174	75,374	93.1%
Art	66,999	64,542	103.8%
Dance	68,341	62,580	109.2%
African Languages & Literature	86,153	76,659	112.4%
Art History	75,869	82,532	91.9%
Classics	85,718	73,248	117.0%
Comparative Literature	84,004	50,077	167.7%
East Asian Languages & Literature	55,214	59,323	93.1%
English	72,937	86,488	84.3%
French & Italian	63,550	83,460	76.1%
German	72,113	73,714	97.8%
Hebrew & Semitic Studies	74,927	100,230	74.8%
History	83,190	81,368	102.2%
History of Science	67,141	70,977	94.6%
Linguistics	72,672	64,590	112.5%
School of Music	69,625	75,979	91.6%
Philosophy	70,199	79,798	88.0%
Scandinavian Studies	67,107	75,013	89.5%
Slavic Languages	99,454	81,023	122.7%
Languages & Cultures of Asia	77,293	79,466	97.3%
Spanish & Portuguese	59,261	62,415	94.9%
Theatre & Drama	61,931	70,497	87.8%
Women's Studies Program	59,108	N/A	N/A
Social Sciences	N/A	69,374	N/A
Liberal Studies & the Arts	70,374	70,945	99.2%

SOURCE: October 2006 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 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2006

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	110,385	81,725	78,683	108,748	82,522	75,256	101.5%	99.0%	104.6%
Biological Systems Engineering	N/A	N/A	59,963	86,479	69,635	65,000	N/A	N/A	92.3%
Soil Science	N/A	90,000	62,426	81,588	68,300	61,299	N/A	131.8%	101.8%
Chemical & Biological Engineering	105,331	N/A	N/A	130,482	87,459	80,510	80.7%	N/A	N/A
Civil & Environmental Engineering	103,534	N/A	78,863	111,425	77,087	82,818	92.9%	N/A	95.2%
Electrical & Computer Engineering	121,893	101,942	84,289	116,508	88,399	85,196	104.6%	115.3%	98.9%
Biomedical Engineering	N/A	N/A	80,000	121,466	85,808	81,827	N/A	N/A	97.8%
Industrial Engineering	125,465	N/A	N/A	140,286	N/A	82,831	89.4%	N/A	N/A
Mechanical Engineering	144,068	89,803	78,908	112,204	85,472	78,033	128.4%	105.1%	101.1%
Materials Science & Engineering	107,322	N/A	82,621	122,916	82,522	84,566	87.3%	N/A	97.7%
Engineering Physics	102,286	91,298	N/A	141,539	90,787	89,685	72.3%	100.6%	N/A
Engineering Professional Development	N/A	N/A	N/A	114,853	86,470	N/A	N/A	N/A	N/A
Astronomy	92,644	77,726	77,000	94,879	77,137	78,147	97.6%	100.8%	98.5%
Chemistry	93,288	N/A	67,791	113,881	73,075	67,000	81.9%	N/A	101.2%
Computer Sciences	117,830	86,885	86,000	123,967	91,744	86,081	95.0%	94.7%	99.9%
Geology & Geophysics	82,997	69,310	N/A	84,718	75,000	62,575	98.0%	92.4%	N/A
Mathematics	102,286	80,000	78,683	97,153	76,783	68,373	105.3%	104.2%	115.1%
Atmospheric & Oceanic Sciences	N/A	N/A	61,140	93,797	N/A	62,761	N/A	N/A	97.4%
Physics	114,572	N/A	69,832	97,533	77,469	70,000	117.5%	N/A	99.8%
Statistics	152,016	81,725	66,335	108,134	84,135	71,403	140.6%	97.1%	92.9%
Biological Sciences	101,293	77,271	64,662	101,590	74,468	63,356	99.7%	103.8%	102.1%
Agronomy	N/A	67,260	65,000	75,744	N/A	59,891	N/A	N/A	108.5%
Animal Science	N/A	N/A	81,539	87,969	77,667	60,042	N/A	N/A	135.8%
Bacteriology	89,849	78,513	63,821	93,998	68,250	68,396	95.6%	115.0%	93.3%
Biochemistry	96,086	N/A	64,565	115,220	71,003	76,006	83.4%	N/A	84.9%
Dairy Science	85,052	N/A	N/A	89,225	67,129	67,320	95.3%	N/A	N/A
Entomology	90,961	N/A	59,700	89,820	N/A	59,470	101.3%	N/A	100.4%
Food Microbiology & Toxicology	85,674	N/A	N/A	88,197	65,886	N/A	97.1%	N/A	N/A
Food Science	N/A	68,425	60,595	87,040	70,233	N/A	N/A	97.4%	N/A
Genetics	N/A	70,220	66,381	119,182	99,761	67,042	N/A	70.4%	99.0%
Horticulture	N/A	67,929	62,576	91,955	81,695	61,866	N/A	83.1%	101.1%
Nutritional Sciences	83,788	67,212	61,823	97,308	70,339	N/A	86.1%	95.6%	N/A
Plant Pathology	77,011	N/A	60,953	95,010	85,519	N/A	81.1%	N/A	N/A
Forest Ecology & Management	N/A	72,041	N/A	93,839	62,786	N/A	N/A	114.7%	N/A
Natural Resources - Wildlife Ecology	N/A	N/A	N/A	91,014	70,598	60,775	N/A	N/A	N/A
Kinesiology	97,538	68,000	57,697	109,706	67,197	57,538	88.9%	101.2%	100.3%
Nelson Institute for Environmental Studies	N/A	70,713	73,799	92,005	102,152	N/A	N/A	69.2%	N/A

Botany	98,208	N/A	55,494	95,220	73,694	52,218	103.1%	N/A	106.3%
Communicative Disorders	108,310	73,995	63,193	88,526	76,309	N/A	122.3%	97.0%	N/A
Zoology	93,076	66,468	59,838	89,012	60,511	59,742	104.6%	109.8%	100.2%
Anatomy	109,523	78,611	N/A	112,874	79,596	69,545	97.0%	98.8%	N/A
Anesthesiology	N/A	N/A	N/A	106,364	80,740	66,219	N/A	N/A	N/A
Biostatistics & Medical Informatics	88,834	118,231	70,085	113,672	90,517	70,207	78.1%	130.6%	99.8%
Family Medicine	132,514	N/A	76,614	117,475	102,907	66,737	112.8%	N/A	114.8%
Genetics	N/A	N/A	66,532	85,009	99,761	65,097	N/A	N/A	102.2%
Obstetrics & Gynecology	N/A	70,043	35,854	102,092	N/A	60,519	N/A	N/A	59.2%
Medical History & Bioethics	146,837	87,206	61,058	129,144	80,187	58,605	113.7%	108.8%	104.2%
Human Oncology	N/A	70,993	N/A	94,718	61,730	68,960	N/A	115.0%	N/A
Medicine	122,727	90,466	79,532	106,942	75,995	64,604	114.8%	119.0%	123.1%
Dermatology	N/A	N/A	N/A	129,926	94,052	66,264	N/A	N/A	N/A
Medical Microbiology	114,701	N/A	68,960	114,959	88,088	N/A	99.8%	N/A	N/A
Medical Physics	N/A	81,334	N/A	90,455	81,616	68,960	N/A	99.7%	N/A
Neurology	N/A	N/A	N/A	99,263	89,721	65,891	N/A	N/A	N/A
Neurological Surgery	N/A	81,967	60,924	114,864	46,145	65,224	N/A	177.6%	93.4%
Oncology	106,724	N/A	73,055	116,777	N/A	69,343	91.4%	N/A	105.4%
Ophthalmology & Visual Sciences	112,732	80,921	N/A	115,787	86,925	N/A	97.4%	93.1%	N/A
Orthopedics & Rehabilitation	N/A	72,508	N/A	111,949	67,174	61,827	N/A	107.9%	N/A
Pathology & Laboratory Medicine	92,328	108,286	N/A	105,842	75,393	51,639	87.2%	143.6%	N/A
Pediatrics	111,824	96,760	64,662	121,836	72,157	53,881	91.8%	134.1%	120.0%
Pharmacology	111,887	85,282	71,637	110,318	78,973	68,952	101.4%	108.0%	103.9%
Biomolecular Chemistry	95,218	79,279	69,343	102,827	78,752	72,631	92.6%	100.7%	95.5%
Physiology	110,431	87,440	62,921	119,842	N/A	68,727	92.1%	N/A	91.6%
Population Health Sciences	109,689	87,255	73,636	120,604	69,837	74,979	90.9%	124.9%	98.2%
Psychiatry	125,659	70,861	72,182	106,679	N/A	60,550	117.8%	N/A	119.2%
Radiology	67,178	N/A	81,818	78,631	64,155	68,960	85.4%	N/A	118.6%
Surgery	N/A	N/A	77,727	78,684	54,031	36,655	N/A	N/A	212.1%
School of Pharmacy	75,197	86,368	65,079	106,895	79,666	64,443	70.3%	108.4%	101.0%
Animal Health & Biomedical Sciences	N/A	N/A	N/A	101,855	N/A	62,102	N/A	N/A	N/A
Medical Sciences	107,668	79,943	N/A	104,727	76,408	68,626	102.8%	104.6%	N/A
Pathobiological Sciences	N/A	69,549	N/A	102,416	72,122	67,697	N/A	96.4%	N/A
Comparative Biosciences	100,064	N/A	62,929	101,035	66,518	68,321	99.0%	N/A	92.1%
Surgical Sciences	N/A	78,945	N/A	119,034	71,112	N/A	N/A	111.0%	N/A
Social Studies	91,054	68,047	60,622	107,751	74,403	63,872	84.5%	91.5%	94.9%
Agricultural & Applied Economics	N/A	N/A	73,299	107,127	84,272	74,801	N/A	N/A	98.0%
Life Sciences Communication	82,663	66,019	61,194	99,691	N/A	64,254	82.9%	N/A	95.2%
Rural Sociology	104,214	N/A	60,000	79,813	71,250	59,079	130.6%	N/A	101.6%
Natural Resources-Landscape Architecture	97,234	68,047	56,372	84,999	N/A	56,949	114.4%	N/A	99.0%
Urban & Regional Planning	N/A	N/A	56,162	81,746	N/A	60,602	N/A	N/A	92.7%
School of Business	191,999	165,000	122,733	173,925	141,231	116,481	110.4%	116.8%	105.4%
Counseling Psychology	84,192	N/A	56,353	90,844	64,413	N/A	92.7%	N/A	N/A
Curriculum & Instruction	86,237	63,357	56,758	103,565	73,609	56,493	83.3%	86.1%	100.5%

Educational Leadership & Policy Analysis	77,270	66,991	N/A	108,247	67,733	57,714	71.4%	98.9%	N/A
Educational Policy Studies	85,236	69,680	56,753	91,166	65,619	N/A	93.5%	106.2%	N/A
Educational Psychology	90,481	68,647	55,660	103,024	62,167	55,152	87.8%	110.4%	100.9%
Rehabilitation Psychology & Special Education	80,280	63,373	57,105	87,152	63,254	57,417	92.1%	100.2%	99.5%
School of Human Ecology	82,825	65,329	56,915	80,764	65,688	62,350	102.6%	99.5%	91.3%
Law School	136,573	108,342	93,681	134,046	111,000	103,149	101.9%	97.6%	90.8%
Anthropology	74,073	64,077	60,589	87,701	62,332	53,810	84.5%	102.8%	112.6%
Afro-American Studies	84,375	62,059	N/A	112,967	N/A	64,900	74.7%	N/A	N/A
Communication Arts	76,037	71,592	55,480	84,428	65,899	56,463	90.1%	108.6%	98.3%
Economics	140,687	N/A	93,520	178,816	156,615	93,820	78.7%	N/A	99.7%
Ethnic Studies	88,509	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	N/A	66,461	54,096	96,411	64,605	59,285	N/A	102.9%	91.2%
LaFollette School of Public Affairs	114,627	N/A	71,189	112,513	62,537	72,596	101.9%	N/A	98.1%
School of Journalism & Mass Communication	99,645	N/A	58,633	86,740	68,449	N/A	114.9%	N/A	N/A
School of Library & Information Studies	78,571	74,729	59,819	N/A	68,449	66,000	N/A	109.2%	90.6%
Political Science	91,435	69,400	61,123	106,938	71,396	64,000	85.5%	97.2%	95.5%
Psychology	100,675	67,767	63,000	122,930	70,037	59,301	81.9%	96.8%	106.2%
Social Work	91,054	74,805	63,597	95,440	N/A	64,124	95.4%	N/A	99.2%
Sociology	112,486	88,312	63,386	109,164	71,635	61,943	103.0%	123.3%	102.3%
Urban & Regional Planning	N/A	N/A	N/A	71,756	N/A	N/A	N/A	N/A	N/A
School of Nursing	99,196	76,353	65,634	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	63,376	N/A	N/A	75,212	N/A	N/A	84.3%	N/A	N/A

Humanities **81,170** **61,931** **54,359** **83,651** **61,421** **52,441** **97.0%** **100.8%** **103.7%**

Art	72,932	60,683	54,498	67,681	57,996	56,285	107.8%	104.6%	96.8%
Dance	68,341	N/A	N/A	62,904	57,249	N/A	108.6%	N/A	N/A
African Languages & Literature	90,666	N/A	61,162	95,589	N/A	51,413	94.8%	N/A	119.0%
Art History	84,129	62,324	63,026	82,532	N/A	N/A	101.9%	N/A	N/A
Classics	85,718	N/A	N/A	87,227	73,248	51,000	98.3%	N/A	N/A
Comparative Literature	84,004	N/A	N/A	98,547	N/A	49,797	85.2%	N/A	N/A
East Asian Languages & Literature	90,509	57,862	50,349	104,353	66,729	50,216	86.7%	86.7%	100.3%
English	96,687	63,916	51,118	96,387	63,190	51,382	100.3%	101.1%	99.5%
French & Italian	70,999	59,625	59,000	86,602	61,820	53,026	82.0%	96.4%	111.3%
German	74,825	64,456	N/A	80,588	55,335	51,949	92.8%	116.5%	N/A
Hebrew & Semitic Studies	74,927	N/A	N/A	100,230	N/A	N/A	74.8%	N/A	N/A
History	85,369	67,763	59,000	100,109	62,481	56,684	85.3%	108.5%	104.1%
History of Science	78,450	N/A	55,831	85,331	70,278	52,712	91.9%	N/A	105.9%
Linguistics	77,106	N/A	49,319	77,594	N/A	52,445	99.4%	N/A	94.0%
School of Music	73,755	56,028	56,000	79,283	58,336	53,542	93.0%	96.0%	104.6%
Philosophy	81,345	N/A	61,154	87,655	68,000	54,837	92.8%	N/A	111.5%
Scandinavian Studies	83,878	N/A	52,934	75,013	N/A	N/A	111.8%	N/A	N/A
Slavic Languages	99,454	N/A	N/A	94,082	58,921	53,828	105.7%	N/A	N/A
Languages & Cultures of Asia	78,372	N/A	52,216	79,466	81,432	55,658	98.6%	N/A	93.8%
Spanish & Portuguese	80,877	59,261	50,949	76,187	57,167	50,491	106.2%	103.7%	100.9%
Theatre & Drama	87,102	63,357	56,594	77,677	67,235	53,664	112.1%	94.2%	105.5%

Women's Studies Program	69,332	N/A	59,108	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	69,374	N/A	N/A	N/A	N/A
Liberal Studies & the Arts	70,374	66,818	N/A	70,945	N/A	N/A	99.2%	N/A	N/A	N/A

SOURCE: October 2006 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, 2003-2006

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	24	75	24.2%	14	58.3%	45	60.0%
College of Engineering	14	23	37.8%	9	64.3%	14	60.9%
Letters & Sciences	9	49	15.5%	5	55.6%	29	59.2%
College of Agricultural & Life Sciences	1	3	25.0%	0	0.0%	2	66.7%
Biological Sciences	35	58	37.6%	29	82.9%	50	86.2%
Letters & Sciences	6	1	85.7%	6	100.0%	1	100.0%
School of Veterinary Medicine	0	1	0.0%	N/A	N/A	1	100.0%
School of Pharmacy	1	2	33.3%	0	0.0%	2	100.0%
Medical School*	22	45	32.8%	18	81.8%	37	82.2%
College of Agricultural & Life Sciences	6	9	40.0%	5	83.3%	9	100.0%
Division/School	Tenured*** Offers Made			Tenured*** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	4	15	21.1%	3	75.0%	10	66.7%
College of Engineering	0	3	0.0%	N/A	N/A	3	100.0%
Letters & Sciences**	3	12	20.0%	2	66.7%	7	58.3%
College of Agricultural & Life Sciences	1	0	100.0%	1	66.7%	N/A	N/A
Biological Sciences	10	30	25.0%	9	90.0%	20	66.7%
Letters & Sciences	2	2	50.0%	2	100.0%	2	100.0%
School of Veterinary Medicine	1	1	50.0%	1	100.0%	1	100.0%
School of Pharmacy*	1	3	25.0%	0	0.0%	2	66.7%
Medical School	5	18	21.7%	5	100.0%	11	61.1%
College of Agricultural & Life Sciences	1	6	14.3%	1	100.0%	4	66.7%

* One offer decision is pending.

** Two offer decisions are pending.

*** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2003-2006

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	\$95,333	\$71 - \$113	\$95,333	\$69 - \$153	100.0%	\$93,500	\$84 - \$102	\$90,444	\$69 - \$111	103.4%
College of Engineering	\$97,778	\$87 - \$112	\$100,222	\$84 - \$116	97.6%	\$95,333	\$87 - \$100	\$99,611	\$84 - \$110	95.7%
Letters & Sciences	\$88,611	\$71 - \$113	\$85,556	\$73 - \$153	103.6%	\$91,667	\$84 - \$102	\$85,556	\$73 - \$111	107.1%
College of Agricultural & Life Sciences	\$74,500	\$75	\$79,444	\$69 - \$79	93.8%	N/A	N/A	\$74,222	\$69 - \$79	N/A
Biological Sciences	\$75,000	\$55 - \$95	\$77,500	\$42 - \$104	96.8%	\$74,556	\$55 - \$95	\$75,500	\$42 - \$103	98.7%
Letters & Sciences	\$73,944	\$64 - \$78	\$73,333	\$73	100.8%	\$73,944	\$64 - \$78	\$73,333	\$73	100.8%
School of Veterinary Medicine	N/A	N/A	\$80,000	\$80	N/A	N/A	N/A	\$80,000	\$80	N/A
School of Pharmacy	\$88,000	\$88	\$76,500	\$76 - \$77	115.0%	N/A	N/A	\$76,500	\$76 - \$77	N/A
Medical School	\$75,000	\$55 - \$90	\$73,000	\$40 - \$116	102.7%	\$74,500	\$55 - \$90	\$80,000	\$42 - \$103	93.1%
College of Agricultural & Life Sciences	\$74,917	\$69 - \$95	\$72,500	\$69 - \$99	103.3%	\$78,833	\$69 - \$95	\$72,500	\$69 - \$99	108.7%
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	\$103,889	\$88 - \$183	\$116,111	\$92 - \$196	89.5%	\$97,778	\$88 - \$110	\$113,056	\$92 - \$147	86.5%
College of Engineering	N/A	N/A	\$116,722	\$116 - \$120	N/A	N/A	N/A	\$116,722	\$116 - \$120	N/A
Letters & Sciences	\$97,778	\$88 - \$183	\$108,778	\$92 - \$196	89.9%	\$92,889	\$88 - \$98	\$98,389	\$92 - \$147	94.4%
College of Agricultural & Life Sciences	\$110,000	\$110	N/A	N/A	N/A	\$110,000	\$110	N/A	N/A	N/A
Biological Sciences	\$120,000	\$79 - \$153	\$91,667	\$61 - \$240	130.9%	\$108,250	\$79 - \$153	\$90,833	\$61 - \$240	119.2%
Letters & Sciences	\$137,500	\$122 - \$153	\$103,889	\$92 - \$116	132.4%	\$137,500	\$122 - \$153	\$103,889	\$92 - \$116	132.4%
School of Veterinary Medicine	\$96,500	\$97	\$156,444	\$156	61.7%	\$96,500	\$97	\$156,444	\$156	61.7%
School of Pharmacy*	\$146,667	\$147	\$128,333	\$92 - \$159	114.3%	N/A	N/A	\$110,000	\$92 - \$128	N/A
Medical School	\$135,000	\$92 - \$153	\$99,500	\$61 - \$240	135.7%	\$135,000	\$92 - \$153	\$90,000	\$61 - \$240	150.0%
College of Agricultural & Life Sciences	\$91,667	\$92	\$74,000	\$70 - \$90	123.9%	\$91,667	\$92	\$74,000	\$70 - \$89	123.9%

* One offer decision is pending.

Table 12c. Total Startup Package* Offers, 2003-2006

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	\$243,000	\$93 - \$818	\$241,020	\$23 - \$1286	100.8%	\$259,500	\$93 - \$542	\$256,500	\$23 - \$1127	101.2%
College of Engineering	\$231,000	\$93 - \$560	\$288,036	\$95 - \$645	80.2%	\$231,000	\$93 - \$542	\$265,705	\$95 - \$432	86.9%
Letters & Sciences	\$295,378	\$199 - \$818	\$241,020	\$23 - \$1286	122.6%	\$287,256	\$204 - \$504	\$266,606	\$23 - \$1127	107.7%
College of Agricultural & Life Sciences	\$140,000	\$140	\$211,000	\$178 - \$238	66.4%	N/A	N/A	\$208,000	\$178 - \$238	N/A
Biological Sciences	\$188,000	\$63 - \$700	\$205,000	\$60 - \$766	91.7%	\$180,000	\$63 - \$500	\$205,000	\$60 - \$766	87.8%
Letters & Sciences	\$99,600	\$68 - \$165	\$485,200	\$485	20.5%	\$99,600	\$68 - \$165	\$485,200	\$485	20.5%
School of Veterinary Medicine	N/A	N/A	\$165,000	\$165	N/A	N/A	N/A	\$165,000	\$165	N/A
School of Pharmacy	\$700,000	\$700	\$235,000	\$160 - \$310	297.9%	N/A	N/A	\$235,000	\$160 - \$310	N/A
Medical School	\$241,000	\$63 - \$500	\$210,000	\$60 - \$630	114.8%	\$241,000	\$63 - \$500	\$210,000	\$60 - \$630	114.8%
College of Agricultural & Life Sciences	\$191,000	\$173 - \$450	\$214,000	\$133 - \$766	89.3%	\$188,000	\$173 - \$450	\$214,000	\$133 - \$766	87.9%
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	\$130,950	\$52 - \$1479	\$204,500	\$5 - \$1306	64.0%	\$70,000	\$52 - \$192	\$223,388	\$5 - \$734	31.3%
College of Engineering	N/A	N/A	\$198,176	\$161 - \$734	N/A	N/A	N/A	\$198,176	\$161 - \$734	N/A
Letters & Sciences	\$191,900	\$52 - \$1479	\$226,550	\$5 - \$1306	84.7%	\$121,700	\$52 - \$192	\$248,600	\$5 - \$363	49.0%
College of Agricultural & Life Sciences	\$70,000	\$70	N/A	N/A	N/A	\$70,000	\$70	N/A	N/A	N/A
Biological Sciences	\$226,750	\$0 - \$1000	\$271,000	\$20 - \$1600	83.7%	\$153,500	\$0 - \$478	\$270,000	\$69 - \$1600	56.9%
Letters & Sciences	\$232,750	\$154 - \$312	\$259,625	\$69 - \$451	89.6%	\$232,750	\$154 - \$312	\$259,625	\$69 - \$451	89.6%
School of Veterinary Medicine	\$0	\$0	\$275,000	\$275	0.0%	\$0	\$0	\$275,000	\$275	0.0%
School of Pharmacy**	\$1,000,000	\$1,000	\$1,350,000	\$517 - \$1600	74.1%	N/A	N/A	\$1,058,334	\$517 - 1600	N/A
Medical School	\$300,000	\$54 - \$425	\$270,500	\$160 - \$600	110.9%	\$300,000	\$54 - \$425	\$265,000	\$160 - \$425	113.2%
College of Agricultural & Life Sciences	\$478,379	\$478	\$220,504	\$195 - \$400	216.9%	\$478,379	\$478	\$220,504	\$195 - \$375	216.9%

* Total Startup Package does not include Base Salary.

** One offer decision is pending.

Table 13. New Hires, 2000-2006

	2000-2001		2001-2002		2002-2003		2003-2004		2004-2005		2005-2006		2006-2007	
	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	35	40.0%	39	33.3%	36	33.3%	37	43.2%	25	40.0%	23	21.7%	24	33.3%
Physical Sciences	27	25.9%	18	5.6%	22	18.2%	14	35.7%	21	38.1%	13	0.0%	24	29.2%
Senior Hires														
Biological Sciences	5	20.0%	12	16.7%	9	0.0%	13	15.4%	5	40.0%	14	28.6%	14	42.9%
Physical Sciences	6	16.7%	5	20.0%	7	14.3%	5	20.0%	2	50.0%	1	0.0%	7	28.6%
Total Hires, Biological Sciences	40	37.5%	51	29.4%	45	26.7%	50	36.0%	30	40.0%	37	24.3%	38	36.8%
Total Hires, Physical Sciences	33	24.2%	23	8.7%	29	17.2%	19	31.6%	23	39.1%	14	0.0%	31	29.0%
Total Hires, Junior	62	33.9%	57	24.6%	58	27.6%	51	41.2%	46	39.1%	36	13.9%	48	31.3%
Total Hires, Senior	11	18.2%	17	17.6%	16	6.3%	18	16.7%	7	42.9%	15	26.7%	21	38.1%
TOTAL HIRES	73	31.5%	74	23.0%	74	23.0%	69	34.8%	53	39.6%	51	17.6%	69	33.3%

NOTE: Faculty hired as Assistant Professors are Junior Hires; Associate and (Full) Professors are Senior Hires.
 SOURCE: October 2006 IADS Frozen slice