

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2007

Division/Department	Women	Men	% Women
Physical Sciences	60.50	401.60	13.1%
Biological Systems Engineering	1.00	10.25	8.9%
Soil Science	4.50	14.00	24.3%
Chemical & Biological Engineering	2.00	17.00	10.5%
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	14.00	20.0%
Mechanical Engineering	3.00	29.75	9.2%
Materials Science & Engineering	3.00	10.00	23.1%
Engineering Physics	1.25	21.50	5.5%
Engineering Professional Development	0.00	5.00	0.0%
Astronomy	3.75	8.00	31.9%
Chemistry	3.50	33.00	9.6%
Computer Sciences	5.00	33.00	13.2%
Geology & Geophysics	5.00	17.00	22.7%
Mathematics	2.25	47.75	4.5%
Atmospheric & Oceanic Sciences	1.00	15.00	6.3%
Physics	6.25	46.75	11.8%
Statistics	3.50	12.25	22.2%
Biological Sciences	182.31	576.00	24.0%
Agronomy	2.50	15.00	14.3%
Animal Science	1.00	14.60	6.4%
Bacteriology	5.00	14.00	26.3%
Biochemistry	7.50	25.00	23.1%
Dairy Science	1.00	11.40	8.1%
Entomology	3.00	11.00	21.4%
Food Microbiology & Toxicology	0.00	1.00	0.0%
Food Science	2.00	12.00	14.3%
Genetics	2.50	11.67	17.6%
Horticulture	2.00	13.50	12.9%
Nutritional Sciences	5.00	6.50	43.5%
Plant Pathology	5.50	8.00	40.7%
Forest Ecology & Management	0.50	12.50	3.8%
Natural Resources - Wildlife Ecology	0.00	5.00	0.0%
Kinesiology	9.00	7.00	56.3%
Nelson Institute for Environmental Studies	3.50	6.25	35.9%
Botany	6.50	8.50	43.3%
Communicative Disorders	10.00	4.00	71.4%
Zoology	8.00	15.00	34.8%
Anatomy	5.00	14.50	25.6%
Anesthesiology	0.00	5.50	0.0%
Biostatistics & Medical Informatics	2.75	10.75	20.4%
Family Medicine	2.00	7.75	20.5%

Genetics	2.00	5.93	25.2%
Obstetrics & Gynecology	1.00	9.00	10.0%
Medical History & Bioethics	2.50	5.90	29.8%
Human Oncology	1.00	8.25	10.8%
Medicine	10.50	50.65	17.2%
Dermatology	0.00	7.00	0.0%
Medical Microbiology	6.20	8.50	42.2%
Medical Physics	1.00	13.75	6.8%
Neurology	1.00	10.50	8.7%
Neurological Surgery	2.00	8.00	20.0%
Oncology	5.50	11.90	31.6%
Ophthalmology & Visual Sciences	3.50	10.00	25.9%
Orthopedics & Rehabilitation	2.00	8.50	19.0%
Pathology & Laboratory Medicine	5.00	14.00	26.3%
Pediatrics	10.25	12.20	45.7%
Pharmacology	2.00	9.00	18.2%
Biomolecular Chemistry	2.80	7.75	26.5%
Physiology	5.00	14.00	26.3%
Population Health Sciences	10.30	12.50	45.2%
Psychiatry	6.51	7.60	46.1%
Radiology	2.50	13.65	15.5%
Surgery	1.00	26.00	3.7%
School of Pharmacy	5.50	22.00	20.0%
Medical Sciences	3.00	8.00	27.3%
Pathobiological Sciences	1.00	15.00	6.3%
Comparative Biosciences	4.00	10.00	28.6%
Surgical Sciences	1.00	6.00	14.3%

Social Studies

236.20 350.22 40.3%

Agricultural & Applied Economics	2.00	21.90	8.4%
Life Sciences Communication	5.00	5.00	50.0%
Rural Sociology	4.00	7.00	36.4%
Natural Resources-Landscape Architecture	4.00	4.00	50.0%
Urban & Regional Planning	1.00	4.00	20.0%
School of Business	14.75	58.00	20.3%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	18.25	16.15	53.1%
Educational Leadership & Policy Analysis	5.50	10.00	35.5%
Educational Policy Studies	5.00	6.00	45.5%
Educational Psychology	7.00	11.00	38.9%
Rehabilitation Psychology & Special Education	5.00	6.00	45.5%
School of Human Ecology	23.00	14.00	62.2%
Law School	15.50	25.25	38.0%
Anthropology	9.00	13.00	40.9%
Afro-American Studies	6.50	4.25	60.5%
Communication Arts	10.00	12.00	45.5%
Economics	4.20	25.00	14.4%
Ethnic Studies	1.00	0.00	100.0%
Geography	3.00	13.00	18.8%
LaFollette School of Public Affairs	4.50	6.75	40.0%
School of Journalism & Mass Communication	6.00	7.50	44.4%

School of Library & Information Studies	9.00	1.50	85.7%
Political Science	7.00	25.25	21.7%
Psychology	14.00	16.00	46.7%
Social Work	10.50	4.00	72.4%
Sociology	15.00	22.92	39.6%
Urban & Regional Planning	0.00	4.75	0.0%
School of Nursing	20.50	0.00	100.0%
Professional Development & Applied Studies	2.00	2.00	50.0%
Humanities	157.25	208.23	43.0%
Art	10.00	17.00	37.0%
Dance	1.00	2.00	33.3%
African Languages & Literature	3.00	3.50	46.2%
Art History	9.00	4.75	65.5%
Classics	4.00	3.00	57.1%
Comparative Literature	1.00	2.25	30.8%
East Asian Languages & Literature	5.00	6.00	45.5%
English	28.20	22.30	55.8%
French & Italian	9.00	13.25	40.4%
German	6.00	9.35	39.1%
Hebrew & Semitic Studies	2.00	2.00	50.0%
History	17.50	29.00	37.6%
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	4.50	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	3.80	1.00	79.2%

SOURCE: October 2007 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 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2007

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	27.00	13.00	24.00	267.25	54.10	76.75	9.2%	19.4%	23.8%
Biological Systems Engineering	0.00	0.00	1.00	8.25	1.00	1.00	0.0%	0.0%	50.0%
Soil Science	0.00	2.50	2.00	10.00	2.00	2.00	0.0%	55.6%	50.0%
Chemical & Biological Engineering	1.00	0.00	1.00	10.00	4.00	3.00	9.1%	0.0%	25.0%
Civil & Environmental Engineering	1.00	0.00	2.00	15.75	6.00	2.00	6.0%	0.0%	50.0%
Electrical & Computer Engineering	2.00	0.00	4.00	25.50	8.00	4.00	7.3%	0.0%	50.0%
Biomedical Engineering	3.00	0.00	3.50	0.00	0.60	2.00	100.0%	0.0%	63.6%
Industrial Engineering	3.50	0.00	0.00	7.00	3.00	4.00	33.3%	0.0%	0.0%
Mechanical Engineering	1.00	1.00	1.00	17.75	6.00	6.00	5.3%	14.3%	14.3%
Materials Science & Engineering	1.00	0.00	2.00	6.00	1.00	3.00	14.3%	0.0%	40.0%
Engineering Physics	0.25	1.00	0.00	14.50	3.00	4.00	1.7%	25.0%	0.0%
Engineering Professional Development	0.00	0.00	0.00	4.00	1.00	0.00	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	1.00	1.00	25.00	1.00	7.00	5.7%	50.0%	12.5%
Computer Sciences	2.00	2.00	1.00	19.00	4.00	10.00	9.5%	33.3%	9.1%
Geology & Geophysics	4.00	1.00	0.00	11.00	3.00	3.00	26.7%	25.0%	0.0%
Mathematics	0.75	1.00	0.50	36.00	5.00	6.75	2.0%	16.7%	6.9%
Atmospheric & Oceanic Sciences	0.00	0.00	1.00	10.00	1.00	4.00	0.0%	0.0%	20.0%
Physics	3.25	1.00	2.00	32.75	3.00	11.00	9.0%	25.0%	15.4%
Statistics	1.00	1.50	1.00	9.75	0.50	2.00	9.3%	75.0%	33.3%
Biological Sciences	74.31	44.25	63.75	366.70	107.55	101.75	16.8%	29.2%	38.5%
Agronomy	0.50	1.00	1.00	10.00	0.00	5.00	4.8%	100.0%	16.7%
Animal Science	0.00	0.00	1.00	9.60	2.00	3.00	0.0%	0.0%	25.0%
Bacteriology	2.00	2.00	1.00	10.00	2.00	2.00	16.7%	50.0%	33.3%
Biochemistry	6.00	0.00	1.50	21.00	2.00	2.00	22.2%	0.0%	42.9%
Dairy Science	1.00	0.00	0.00	6.40	3.00	2.00	13.5%	0.0%	0.0%
Entomology	1.00	1.00	1.00	8.00	1.00	2.00	11.1%	50.0%	33.3%
Food Microbiology & Toxicology	0.00	0.00	0.00	1.00	0.00	0.00	0.0%	N/A	N/A
Food Science	0.00	1.00	1.00	10.00	2.00	0.00	0.0%	33.3%	100.0%
Genetics	0.50	1.00	1.00	11.17	0.50	0.00	4.3%	66.7%	100.0%
Horticulture	0.00	1.00	1.00	7.50	3.00	3.00	0.0%	25.0%	25.0%
Nutritional Sciences	3.00	1.00	1.00	4.50	1.00	1.00	40.0%	50.0%	50.0%
Plant Pathology	4.50	0.00	1.00	7.00	0.00	1.00	39.1%	N/A	50.0%
Forest Ecology & Management	0.50	0.00	0.00	8.00	4.00	0.50	5.9%	0.0%	0.0%
Natural Resources - Wildlife Ecology	0.00	0.00	0.00	2.00	1.00	2.00	0.0%	0.0%	0.0%
Kinesiology	2.00	2.00	5.00	1.00	3.00	3.00	66.7%	40.0%	62.5%
Nelson Institute for Environmental Studies	1.50	0.00	2.00	3.65	0.60	2.00	29.1%	0.0%	50.0%
Botany	3.00	0.00	3.50	8.00	0.50	0.00	27.3%	0.0%	100.0%

Communicative Disorders	4.00	2.00	4.00	3.00	1.00	0.00	57.1%	66.7%	100.0%
Zoology	2.00	3.00	3.00	10.00	3.00	2.00	16.7%	50.0%	60.0%
Anatomy	3.00	2.00	0.00	9.50	3.00	2.00	24.0%	40.0%	0.0%
Anesthesiology	0.00	0.00	0.00	3.50	1.00	1.00	0.0%	0.0%	0.0%
Biostatistics & Medical Informatics	1.00	1.25	0.50	3.25	3.00	4.50	23.5%	29.4%	10.0%
Family Medicine	1.00	0.00	1.00	3.10	1.65	3.00	24.4%	0.0%	25.0%
Genetics	0.00	0.00	2.00	2.43	0.50	3.00	0.0%	0.0%	40.0%
Obstetrics & Gynecology	0.00	1.00	0.00	6.00	1.00	2.00	0.0%	50.0%	0.0%
Medical History & Bioethics	1.00	1.00	0.50	1.90	2.00	2.00	34.5%	33.3%	20.0%
Human Oncology	0.00	1.00	0.00	6.05	2.00	0.20	0.0%	33.3%	0.0%
Medicine	2.50	1.00	7.00	24.90	16.75	9.00	9.1%	5.6%	43.8%
Dermatology	0.00	0.00	0.00	4.00	2.00	1.00	0.0%	0.0%	0.0%
Medical Microbiology	2.50	0.50	3.20	6.50	2.00	0.00	27.8%	20.0%	100.0%
Medical Physics	0.00	1.00	0.00	6.90	3.65	3.20	0.0%	21.5%	0.0%
Neurology	0.00	0.00	1.00	7.50	1.00	2.00	0.0%	0.0%	33.3%
Neurological Surgery	1.00	0.00	1.00	2.00	2.00	4.00	33.3%	0.0%	20.0%
Oncology	1.50	2.00	2.00	10.90	0.00	1.00	12.1%	100.0%	66.7%
Ophthalmology & Visual Sciences	3.50	0.00	0.00	8.00	2.00	0.00	30.4%	0.0%	N/A
Orthopedics & Rehabilitation	1.00	0.00	1.00	3.50	3.00	2.00	22.2%	0.0%	33.3%
Pathology & Laboratory Medicine	4.00	1.00	0.00	8.00	2.00	4.00	33.3%	33.3%	0.0%
Pediatrics	3.00	2.50	4.75	10.20	0.00	2.00	22.7%	100.0%	70.4%
Pharmacology	1.00	1.00	0.00	6.00	2.00	1.00	14.3%	33.3%	0.0%
Biomolecular Chemistry	1.00	1.00	0.80	5.50	2.00	0.25	15.4%	33.3%	76.2%
Physiology	3.00	1.00	1.00	11.00	1.00	2.00	21.4%	50.0%	33.3%
Population Health Sciences	3.30	3.00	4.00	6.60	2.40	3.50	33.3%	55.6%	53.3%
Psychiatry	1.51	3.00	2.00	5.20	0.00	2.40	22.5%	100.0%	45.5%
Radiology	1.50	0.00	1.00	9.45	2.00	2.20	13.7%	0.0%	31.3%
Surgery	0.00	0.00	1.00	16.00	5.00	5.00	0.0%	0.0%	16.7%
School of Pharmacy	2.50	2.00	1.00	13.00	5.00	4.00	16.1%	28.6%	20.0%
Medical Sciences	1.00	2.00	0.00	5.00	2.00	1.00	16.7%	50.0%	0.0%
Pathobiological Sciences	0.00	1.00	0.00	10.00	3.00	2.00	0.0%	25.0%	0.0%
Comparative Biosciences	3.00	0.00	1.00	6.00	2.00	2.00	33.3%	0.0%	33.3%
Surgical Sciences	0.00	1.00	0.00	3.00	3.00	0.00	0.0%	25.0%	N/A

Social Studies	110.20	41.00	85.00	222.72	59.00	68.50	33.1%	41.0%	55.4%
-----------------------	---------------	--------------	--------------	---------------	--------------	--------------	--------------	--------------	--------------

Agricultural & Applied Economics	0.00	0.00	2.00	15.90	4.00	2.00	0.0%	0.0%	50.0%
Life Sciences Communication	2.00	2.00	1.00	2.00	1.00	2.00	50.0%	66.7%	33.3%
Rural Sociology	2.00	0.00	2.00	5.00	1.00	1.00	28.6%	0.0%	66.7%
Natural Resources-Landscape Architecture	1.00	1.00	2.00	2.00	0.00	2.00	33.3%	100.0%	50.0%
Urban & Regional Planning	0.00	0.00	1.00	2.00	0.00	2.00	0.0%	N/A	33.3%
School of Business	3.00	4.75	7.00	31.00	16.00	11.00	8.8%	22.9%	38.9%
Counseling Psychology	2.00	0.00	2.00	4.00	0.00	0.00	33.3%	N/A	100.0%
Curriculum & Instruction	7.00	3.25	8.00	10.15	2.00	4.00	40.8%	61.9%	66.7%
Educational Leadership & Policy Analysis	3.50	1.00	1.00	7.00	1.00	2.00	33.3%	50.0%	33.3%
Educational Policy Studies	1.00	1.00	3.00	4.00	1.00	1.00	20.0%	50.0%	75.0%

Educational Psychology	2.00	3.00	2.00	8.00	2.00	1.00	20.0%	60.0%	66.7%
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	12.00	5.00	6.00	8.00	3.00	3.00	60.0%	62.5%	66.7%
Law School	8.50	1.00	6.00	18.25	4.00	3.00	31.8%	20.0%	66.7%
Anthropology	6.00	2.00	1.00	7.00	5.00	1.00	46.2%	28.6%	50.0%
Afro-American Studies	3.50	1.00	2.00	3.25	0.00	1.00	51.9%	100.0%	66.7%
Communication Arts	4.00	1.00	5.00	7.00	3.00	2.00	36.4%	25.0%	71.4%
Economics	0.20	0.00	4.00	13.00	2.00	10.00	1.5%	0.0%	28.6%
Ethnic Studies	1.00	0.00	0.00	0.00	0.00	0.00	100.0%	N/A	N/A
Geography	1.00	0.00	2.00	10.00	1.00	2.00	9.1%	0.0%	50.0%
LaFollette School of Public Affairs	2.50	0.00	2.00	4.00	1.00	1.75	38.5%	0.0%	53.3%
School of Journalism & Mass Communication	3.00	0.00	3.00	7.00	0.50	0.00	30.0%	0.0%	100.0%
School of Library & Information Studies	3.00	3.00	3.00	0.00	0.50	1.00	100.0%	85.7%	75.0%
Political Science	3.00	3.00	1.00	14.50	3.00	7.75	17.1%	50.0%	11.4%
Psychology	12.00	0.00	2.00	11.00	2.00	3.00	52.2%	0.0%	40.0%
Social Work	2.50	3.00	5.00	3.00	0.00	1.00	45.5%	100.0%	83.3%
Sociology	7.00	2.00	6.00	16.92	5.00	1.00	29.3%	28.6%	85.7%
Urban & Regional Planning	0.00	0.00	0.00	3.75	0.00	1.00	0.0%	N/A	0.0%
School of Nursing	12.50	3.00	5.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
Professional Development & Applied Studies	2.00	0.00	0.00	2.00	0.00	0.00	50.0%	N/A	N/A

Humanities **92.00** **36.75** **28.50** **139.23** **38.00** **31.00** **39.8%** **49.2%** **47.9%**

Art	6.00	3.00	1.00	8.00	6.00	3.00	42.9%	33.3%	25.0%
Dance	1.00	0.00	0.00	2.00	0.00	0.00	33.3%	N/A	N/A
African Languages & Literature	2.00	1.00	0.00	2.50	0.00	1.00	44.4%	100.0%	0.0%
Art History	4.00	3.00	2.00	4.75	0.00	0.00	45.7%	100.0%	100.0%
Classics	4.00	0.00	0.00	1.00	1.00	1.00	80.0%	0.0%	0.0%
Comparative Literature	1.00	0.00	0.00	0.25	2.00	0.00	80.0%	0.0%	N/A
East Asian Languages & Literature	1.00	3.00	1.00	1.00	2.00	3.00	50.0%	60.0%	25.0%
English	16.20	8.00	4.00	15.30	3.00	4.00	51.4%	72.7%	50.0%
French & Italian	5.00	2.00	2.00	11.25	1.00	1.00	30.8%	66.7%	66.7%
German	4.00	2.00	0.00	7.35	1.00	1.00	35.2%	66.7%	0.0%
Hebrew & Semitic Studies	2.00	0.00	0.00	2.00	0.00	0.00	50.0%	N/A	N/A
History	10.50	4.00	3.00	20.00	7.00	2.00	34.4%	36.4%	60.0%
History of Science	1.00	0.00	1.00	1.50	2.00	1.00	40.0%	0.0%	50.0%
Linguistics	3.00	0.00	1.00	2.00	0.00	1.00	60.0%	N/A	50.0%
School of Music	10.50	2.00	3.00	25.00	4.00	2.00	29.6%	33.3%	60.0%
Philosophy	2.00	0.00	1.00	13.00	1.00	2.00	13.3%	0.0%	33.3%
Scandinavian Studies	2.00	1.00	1.00	2.00	0.00	0.00	50.0%	100.0%	100.0%
Slavic Languages	2.00	0.00	0.00	4.00	1.00	1.00	33.3%	0.0%	0.0%
Languages & Cultures of Asia	3.00	0.00	1.00	5.33	1.00	1.00	36.0%	0.0%	50.0%
Spanish & Portuguese	5.00	4.00	2.00	6.00	3.00	5.00	45.5%	57.1%	28.6%
Theatre & Drama	2.00	2.75	3.00	4.00	3.00	1.00	33.3%	47.8%	75.0%
Women's Studies Program	1.00	1.00	2.50	0.00	0.00	0.00	100.0%	100.0%	100.0%
Social Sciences	0.00	0.00	0.00	0.00	0.00	1.00	N/A	N/A	0.0%

Liberal Studies & the Arts

3.80

0.00

0.00

1.00

0.00

0.00

79.2%

N/A

N/A

SOURCE: October 2007 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, 2007

2003 - 2007

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	13	13	100.0%	71	63	88.7%
Biological Sciences	29	27	93.1%	66	58	87.9%
Social Studies	38	33	86.8%	52	51	98.1%
Humanities	44	43	97.7%	34	33	97.1%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2007

Physical Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	17	0.0%	11.8%	88.2%	87	0.0%	24.1%	75.9%
1991-95	7	0.0%	57.1%	42.9%	35	0.0%	20.0%	80.0%
1995-99	10	0.0%	40.0%	60.0%	34	0.0%	11.8%	88.2%
1999-03	15	6.7%	20.0%	73.3%	75	5.3%	20.0%	74.7%
2003-07	20	90.0%	5.0%	5.0%	57	84.2%	5.3%	10.5%

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%	83	0.0%	24.1%	75.9%
1995-99	22	0.0%	22.7%	77.3%	47	0.0%	25.5%	74.5%
1999-03	44	25.0%	13.6%	61.4%	84	14.3%	25.0%	60.7%
2003-07	31	93.5%	3.2%	3.2%	57	86.0%	5.3%	8.8%

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%	84	0.0%	53.6%	46.4%
1991-95	48	2.1%	43.8%	54.2%	49	0.0%	42.9%	57.1%
1995-99	41	0.0%	58.5%	41.5%	54	1.9%	50.0%	48.1%
1999-03	52	13.5%	48.1%	38.5%	79	2.5%	34.2%	63.3%
2003-07	63	84.1%	9.5%	6.3%	48	72.9%	12.5%	14.6%

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	0.0%	21.7%	78.3%	21	0.0%	14.3%	85.7%
1999-03	47	4.3%	12.8%	83.0%	43	4.7%	20.9%	74.4%
2003-07	25	68.0%	12.0%	20.0%	25	76.0%	4.0%	20.0%

SOURCE: UW Madison Tenure file and IADS appointment information system, Aug 2008

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 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2007

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	16.0	6.0	2.0	14.0	19.0	6.0	1.0	35.7%	84.2%	100.0%	200.0%
Biological Sciences	7.0	15.0	8.0	3.0	13.0	18.0	7.0	2.0	53.8%	83.3%	114.3%	150.0%
Social Studies	6.0	16.0	6.0	1.0	12.0	18.0	6.0	2.0	50.0%	88.9%	100.0%	50.0%
Humanities	10.0	17.0	6.0	1.0	15.0	18.0	6.0	2.0	66.7%	94.4%	50.0%	50.0%

SOURCE: October 2007 IADS Frozen slice

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

Table 5b. Attrition by Gender, 2006-2007

	Headcounts			%		
	Retired	Resigned	2006 Total	Retired	Resigned	Left UW
Total	64	50	2210	2.9%	2.3%	5.2%
Women	14	18	639	2.2%	2.8%	5.0%
Men	50	32	1571	3.2%	2.0%	5.2%
Physical Sciences						
Women	2	2	64	3.1%	3.1%	6.3%
Men	20	7	439	4.6%	1.6%	6.2%
Biological Sciences						
Women	1	5	163	0.6%	3.1%	3.7%
Men	20	10	539	3.7%	1.9%	5.6%
Social Studies						
Women	7	9	228	3.1%	3.9%	7.0%
Men	9	11	539	1.7%	2.0%	3.7%
Humanities						
Women	4	2	184	2.2%	1.1%	3.3%
Men	1	4	232	0.4%	1.7%	2.2%

SOURCE: IADS appointment system, Aug. 2008

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 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2007

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	27	284	8.7%	7	13	35.0%	25.9%	4.6%
Biological Sciences	78	389	16.7%	7	40	14.9%	9.0%	10.3%
Social Studies	78	173	31.1%	6	18	25.0%	7.7%	10.4%
Humanities	95	145	39.6%	9	12	42.9%	9.5%	8.3%
Total	266	940	22.1%	29	83	25.9%	10.9%	8.8%

SOURCE: IADS appointment system frozen slice, October 2007.

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, 2007

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	26	295	8.1%	1	7	12.5%	3.8%	2.4%
Biological Sciences	67	342	16.4%	3	13	18.8%	4.5%	3.8%
Social Studies	101	225	31.0%	12	16	42.9%	11.9%	7.1%
Humanities	109	150	42.1%	3	3	50.0%	2.8%	2.0%
Total	303	1012	23.0%	19	39	32.8%	6.3%	3.9%

SOURCE: IADS Frozen Appointment Data view, October 2007.

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, 2007

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	26	295	8.1%	1	2	33.3%	3.8%	0.7%
Biological Sciences	67	342	16.4%	0	1	0.0%	0.0%	0.3%
Social Studies	101	225	31.0%	0	2	0.0%	0.0%	0.9%
Humanities	109	150	42.1%	1	1	50.0%	0.9%	0.7%
Total	303	1012	23.0%	2	6	25.0%	0.7%	0.6%

SOURCE: IADS Frozen Appointment Data view, October 2007.

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, 2007

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	26	295	8.1%	0	12	0.0%	0.0%	4.1%
Biological Sciences	67	342	16.4%	0	14	0.0%	0.0%	4.1%
Social Studies	101	225	31.0%	8	13	38.1%	7.9%	5.8%
Humanities	109	150	42.1%	11	11	50.0%	10.1%	7.3%
Total	303	1012	23.0%	19	50	27.5%	6.3%	4.9%

SOURCE: IADS appointment system frozen slice, October 2007.

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, 2007**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	11	26.7%
Hilldale Professors	3	9	25.0%
John Bascom Professors	1	3	25.0%
Evju-Bascom Professors	3	6	33.3%
Named-Bascom Professors	18	36	33.3%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	9	0.0%
Other named professorships (incl. WARF)	46	215	17.6%
Holds two named professorships	7	35	16.7%
New named professorships	7	29	19.4%
Number holding named professorships	69	261	20.9%
Full Professors at UW-Madison	303	1012	23.0%
Major Awards			
Vilas Associate Award	10	16	38.5%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	2	3	40.0%
WARF Kellett Mid-Career Award	3	3	50.0%
Tenured Professors at UW-Madison	440	1276	25.6%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2007.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2007; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2007.

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2007

	Women	Men	% Female
Faculty Senate			
Physical Sciences	3	41	6.8%
Biological Sciences	12	60	16.7%
Social Studies	23	34	40.4%
Arts & Humanities	13	25	34.2%
Senators (total)	51	160	24.2%
Physical Sciences	4	34	10.5%
Biological Sciences	17	51	25.0%
Social Studies	16	25	39.0%
Arts & Humanities	9	17	34.6%
Alternates (Total)	46	127	26.6%
Athletic Board	8	17	32.0%
Campus Planning Committee	6	9	40.0%
Divisional Executive Committees*			
Physical Sciences	4	8	33.3%
Bio. Sciences, Curriculum Planning	4	5	44.4%
Bio. Sciences, Strategic Planning	3	6	33.3%
Bio. Sciences, Tenure	5	7	41.7%
Social Studies	5	7	41.7%
Arts & Humanities	8	4	66.7%
Faculty Compensation and Economic Benefits Commission*	4	5	44.4%
Faculty Rights and Responsibilities Committee*	5	4	55.6%
Library Committee*	6	6	50.0%
University Committee*	3	3	50.0%
University Academic Planning Council	4	10	28.6%
Graduate School Academic Planning Council	2	7	22.2%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	3	2	60.0%
Social Studies	2	4	33.3%
Arts & Humanities	3	2	60.0%
Graduate School Research Committee			
Physical Sciences	4	7	36.4%
Biological Sciences	5	6	45.5%
Social Studies	4	6	40.0%
Arts & Humanities	4	6	40.0%
All Faculty	643	1555	29.3%
Physical Sciences	65	441	12.8%
Biological Sciences	161	530	23.3%
Social Studies	228	355	39.1%
Arts & Humanities	189	229	45.2%

SOURCE: 2007-2008 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2008. Totals from IADS appointment system frozen slice October 2008.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2008. 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), 2007

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	84,113	94,444	89.1%
Biological Systems Engineering	59,963	84,122	71.3%
Soil Science	63,020	77,003	81.8%
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	118,164	106.2%
Mechanical Engineering	89,803	96,884	92.7%
Materials Science & Engineering	84,072	101,842	82.6%
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	88,858	77.1%
Computer Sciences	92,087	113,563	81.1%
Geology & Geophysics	75,105	81,688	91.9%
Mathematics	80,000	90,765	88.1%
Atmospheric & Oceanic Sciences	61,140	87,693	69.7%
Physics	92,919	91,192	101.9%
Statistics	81,725	99,053	82.5%
Biological Sciences	79,279	88,535	89.5%
Agronomy	66,130	74,225	89.1%
Animal Science	81,539	79,549	102.5%
Bacteriology	85,674	87,292	98.1%
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	N/A	108,358	N/A
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	74,906	93,242	80.3%
Forest Ecology & Management	72,041	82,182	87.7%
Natural Resources - Wildlife Ecology	N/A	70,598	N/A
Kinesiology	59,744	64,454	92.7%
Nelson Institute for Environmental Studies	72,041	92,005	78.3%
Botany	64,000	95,220	67.2%
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	67,042	99.2%
Obstetrics & Gynecology	70,043	92,965	75.3%
Medical History & Bioethics	87,206	91,242	95.6%
Human Oncology	70,993	94,084	75.5%
Medicine	85,393	84,650	100.9%
Dermatology	N/A	102,308	N/A
Medical Microbiology	75,729	103,351	73.3%
Medical Physics	81,334	85,409	95.2%
Neurology	63,495	89,721	70.8%
Neurological Surgery	71,446	65,224	109.5%
Oncology	78,651	111,835	70.3%
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	110,808	82.3%
Pharmacology	91,762	95,335	96.3%
Biomolecular Chemistry	79,279	96,803	81.9%
Physiology	103,027	113,913	90.4%
Population Health Sciences	93,472	102,152	91.5%
Psychiatry	83,773	85,961	97.5%
Radiology	81,343	78,631	103.4%
Surgery	77,727	62,666	124.0%
School of Pharmacy	75,197	87,170	86.3%
Medical Sciences	85,865	94,526	90.8%
Pathobiological Sciences	69,549	96,903	71.8%
Comparative Biosciences	89,330	93,298	95.7%
Surgical Sciences	80,620	84,842	95.0%
Social Studies	76,599	95,440	80.3%
Agricultural & Applied Economics	74,971	93,155	80.5%
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	82.2%
School of Business	144,000	156,967	91.7%
Counseling Psychology	69,395	89,717	77.3%
Curriculum & Instruction	61,539	84,655	72.7%
Educational Leadership & Policy Analysis	76,082	94,036	80.9%
Educational Policy Studies	59,850	87,689	68.3%
Educational Psychology	62,932	95,000	66.2%
Rehabilitation Psychology & Special Education	73,184	67,213	108.9%
School of Human Ecology	73,240	77,110	95.0%
Law School	119,219	124,863	95.5%
Anthropology	71,812	71,694	100.2%
Afro-American Studies	84,375	102,442	82.4%
Communication Arts	67,054	76,794	87.3%
Economics	96,500	160,224	60.2%
Ethnic Studies	88,509	N/A	N/A
Geography	59,500	76,541	77.7%
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	77,876	86,210	90.3%
Psychology	96,440	101,159	95.3%
Social Work	63,867	94,611	67.5%
Sociology	88,312	89,048	99.2%
Urban & Regional Planning	N/A	71,756	N/A
School of Nursing	88,000	N/A	N/A
Professional Development & Applied Studies	63,376	72,393	87.5%
Humanities	70,174	75,374	93.1%
Art	64,384	62,895	102.4%
Dance	64,187	62,904	102.0%
African Languages & Literature	90,666	76,659	118.3%
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	57,862	59,323	97.5%
English	72,937	86,488	84.3%
French & Italian	63,550	81,821	77.7%
German	72,113	73,714	97.8%
Hebrew & Semitic Studies	74,927	100,230	74.8%
History	83,190	81,417	102.2%
History of Science	67,141	70,977	94.6%
Linguistics	72,672	64,590	112.5%
School of Music	69,625	75,677	92.0%
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	69,911	70,945	98.5%

SOURCE: October 2007 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), 2007

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	80,000	79,696	107,818	82,189	75,000	102.4%	97.3%	106.3%
Biological Systems Engineering	N/A	N/A	59,963	85,574	64,712	65,000	N/A	N/A	92.3%
Soil Science	N/A	68,199	60,858	77,788	65,651	59,596	N/A	103.9%	102.1%
Chemical & Biological Engineering	105,331	N/A	N/A	125,877	85,801	79,715	83.7%	N/A	N/A
Civil & Environmental Engineering	103,534	N/A	78,863	111,425	79,456	81,409	92.9%	N/A	96.9%
Electrical & Computer Engineering	111,918	N/A	84,289	110,574	88,399	86,266	101.2%	N/A	97.7%
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	134,885	89,561	80,979	93.0%	N/A	N/A
Mechanical Engineering	144,068	89,803	78,908	108,934	83,694	76,779	132.3%	107.3%	102.8%
Materials Science & Engineering	107,322	N/A	82,621	122,812	82,522	84,566	87.4%	N/A	97.7%
Engineering Physics	102,286	91,298	N/A	129,687	91,761	89,685	78.9%	99.5%	N/A
Engineering Professional Development	N/A	N/A	N/A	105,013	77,767	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	68,508	67,074	113,881	67,634	67,000	81.9%	101.3%	100.1%
Computer Sciences	117,830	86,885	86,000	123,967	91,675	86,041	95.0%	94.8%	100.0%
Geology & Geophysics	82,997	69,310	N/A	85,283	75,000	66,186	97.3%	92.4%	N/A
Mathematics	102,286	80,000	78,683	92,656	84,660	68,373	110.4%	94.5%	115.1%
Atmospheric & Oceanic Sciences	N/A	N/A	61,140	93,797	63,428	62,093	N/A	N/A	98.5%
Physics	132,189	69,664	70,000	95,000	73,934	70,000	139.1%	94.2%	100.0%
Statistics	152,016	81,725	66,335	107,453	73,694	69,702	141.5%	110.9%	95.2%
Biological Sciences	97,379	72,303	64,662	100,400	71,535	63,845	97.0%	101.1%	101.3%
Agronomy	N/A	67,260	65,000	74,779	N/A	59,891	N/A	N/A	108.5%
Animal Science	N/A	N/A	81,539	87,969	69,697	58,953	N/A	N/A	138.3%
Bacteriology	87,761	78,513	63,821	91,796	67,068	68,396	95.6%	117.1%	93.3%
Biochemistry	96,086	N/A	64,565	116,408	71,003	76,006	82.5%	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	60,587	58,813	89,820	59,136	60,417	101.3%	102.5%	97.3%
Food Microbiology & Toxicology	N/A	N/A	N/A	108,358	N/A	N/A	N/A	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	114,460	67,042	N/A	N/A	104.7%	N/A
Horticulture	N/A	67,929	62,576	91,955	61,867	62,384	N/A	109.8%	100.3%
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	93,242	N/A	N/A	82.6%	N/A	N/A
Forest Ecology & Management	72,041	N/A	N/A	97,657	62,786	N/A	73.8%	N/A	N/A
Natural Resources - Wildlife Ecology	N/A	N/A	N/A	90,021	70,598	60,775	N/A	N/A	N/A
Kinesiology	84,421	66,392	58,098	109,706	67,197	57,538	77.0%	98.8%	101.0%
Nelson Institute for Environmental Studies	70,713	N/A	73,799	91,899	102,152	N/A	76.9%	N/A	N/A

Botany	98,208	N/A	54,132	95,220	73,694	N/A	103.1%	N/A	N/A
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	59,987	104.6%	109.8%	99.8%
Anatomy	97,379	78,704	N/A	106,314	78,609	69,253	91.6%	100.1%	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	70,085	68,669	113,672	90,517	68,435	78.1%	77.4%	100.3%
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	98,415	67,042	64,879	N/A	N/A	102.5%
Obstetrics & Gynecology	N/A	70,043	N/A	102,964	68,302	60,176	N/A	102.5%	N/A
Medical History & Bioethics	146,837	87,206	61,058	145,160	80,187	58,605	101.2%	108.8%	104.2%
Human Oncology	N/A	70,993	N/A	94,718	60,984	68,960	N/A	116.4%	N/A
Medicine	122,727	90,466	79,532	104,695	75,973	67,311	117.2%	119.1%	118.2%
Dermatology	N/A	N/A	N/A	129,926	81,227	64,127	N/A	N/A	N/A
Medical Microbiology	114,443	85,282	68,960	114,959	88,088	N/A	99.6%	96.8%	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	81,967	N/A	60,924	114,864	46,145	65,224	71.4%	N/A	93.4%
Oncology	111,163	78,330	68,101	116,777	N/A	69,343	95.2%	N/A	98.2%
Ophthalmology & Visual Sciences	102,102	N/A	N/A	115,787	86,925	N/A	88.2%	N/A	N/A
Orthopedics & Rehabilitation	72,508	N/A	N/A	94,741	67,174	49,809	76.5%	N/A	N/A
Pathology & Laboratory Medicine	92,328	108,286	N/A	103,671	70,499	51,295	89.1%	153.6%	N/A
Pediatrics	111,824	85,282	64,662	121,836	N/A	53,881	91.8%	N/A	120.0%
Pharmacology	111,887	71,637	N/A	110,318	74,814	68,952	101.4%	95.8%	N/A
Biomolecular Chemistry	95,218	79,279	69,343	100,079	75,739	68,254	95.1%	104.7%	101.6%
Physiology	110,431	96,229	62,921	119,842	63,139	69,183	92.1%	152.4%	90.9%
Population Health Sciences	109,689	87,255	74,700	120,604	69,837	74,979	90.9%	124.9%	99.6%
Psychiatry	132,874	70,861	72,182	106,679	N/A	60,550	124.6%	N/A	119.2%
Radiology	67,178	N/A	81,818	78,631	83,484	68,960	85.4%	N/A	118.6%
Surgery	N/A	N/A	77,727	80,599	45,646	36,544	N/A	N/A	212.7%
School of Pharmacy	86,702	79,335	65,079	101,819	79,467	64,290	85.2%	99.8%	101.2%
Medical Sciences	107,668	79,943	N/A	104,727	76,661	68,626	102.8%	104.3%	N/A
Pathobiological Sciences	N/A	69,549	N/A	103,667	72,122	64,900	N/A	96.4%	N/A
Comparative Biosciences	100,064	N/A	62,929	95,053	66,518	68,321	105.3%	N/A	92.1%
Surgical Sciences	N/A	80,620	N/A	119,034	71,758	N/A	N/A	112.3%	N/A

Social Studies	89,509	65,543	61,123	103,263	76,511	64,062	86.7%	85.7%	95.4%
-----------------------	---------------	---------------	---------------	----------------	---------------	---------------	--------------	--------------	--------------

Agricultural & Applied Economics	N/A	N/A	74,971	107,127	84,272	74,801	N/A	N/A	100.2%
Life Sciences Communication	82,663	66,019	61,194	96,713	N/A	64,254	85.5%	N/A	95.2%
Rural Sociology	104,214	N/A	60,000	75,217	71,250	62,729	138.6%	N/A	95.6%
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	171,738	154,026	130,000	175,281	141,231	116,481	98.0%	109.1%	111.6%
Counseling Psychology	84,192	N/A	55,244	89,717	N/A	N/A	93.8%	N/A	N/A
Curriculum & Instruction	86,237	61,539	56,379	97,866	73,609	56,493	88.1%	83.6%	99.8%
Educational Leadership & Policy Analysis	77,270	66,991	N/A	100,436	58,732	57,076	76.9%	114.1%	N/A

Educational Policy Studies	77,359	69,680	56,753	91,166	65,619	N/A	84.9%	106.2%	N/A
Educational Psychology	90,481	62,932	56,500	102,094	62,001	55,152	88.6%	101.5%	102.4%
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	82,295	65,329	56,915	80,903	65,688	62,000	101.7%	99.5%	91.8%
Law School	137,385	108,342	93,681	134,046	109,169	98,719	102.5%	99.2%	94.9%
Anthropology	74,073	64,077	60,589	87,701	62,332	52,381	84.5%	102.8%	115.7%
Afro-American Studies	84,375	62,059	N/A	112,967	N/A	64,900	74.7%	N/A	N/A
Communication Arts	77,970	55,994	54,966	84,428	65,899	56,463	92.4%	85.0%	97.3%
Economics	140,687	N/A	95,010	178,816	156,615	93,820	78.7%	N/A	101.3%
Ethnic Studies	88,509	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	66,461	N/A	58,195	86,790	65,192	59,285	76.6%	N/A	98.2%
LaFollette School of Public Affairs	114,627	N/A	71,189	107,135	82,123	72,596	107.0%	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	81,000	67,330	59,819	N/A	68,449	66,000	N/A	98.4%	90.6%
Political Science	89,807	69,400	61,123	105,529	75,599	64,000	85.1%	91.8%	95.5%
Psychology	99,217	N/A	63,000	122,930	64,210	59,866	80.7%	N/A	105.2%
Social Work	81,644	65,073	63,327	95,440	N/A	64,124	85.5%	N/A	98.8%
Sociology	112,486	88,312	63,386	95,193	71,238	N/A	118.2%	124.0%	N/A
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	63,737	66,009	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	63,376	N/A	N/A	72,393	N/A	N/A	87.5%	N/A	N/A

Humanities	79,596	60,221	54,498	83,356	60,137	52,445	95.5%	100.1%	103.9%
-------------------	---------------	---------------	---------------	---------------	---------------	---------------	--------------	---------------	---------------

Art	71,000	58,862	54,498	67,354	58,212	53,000	105.4%	101.1%	102.8%
Dance	64,187	N/A	N/A	62,904	N/A	N/A	102.0%	N/A	N/A
African Languages & Literature	93,320	61,162	N/A	95,589	N/A	51,000	97.6%	N/A	N/A
Art History	84,129	68,048	52,371	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	95,863	49,797	N/A	87.6%	N/A	N/A
East Asian Languages & Literature	90,509	57,862	49,198	104,353	66,729	50,216	86.7%	86.7%	98.0%
English	92,222	62,929	50,164	96,387	61,021	51,382	95.7%	103.1%	97.6%
French & Italian	70,999	59,625	59,000	83,460	61,820	53,026	85.1%	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	67,355	55,949	99,619	67,721	55,869	85.7%	99.5%	100.1%
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	55,311	56,000	77,429	59,342	53,542	95.3%	93.2%	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	50,867	55,000	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	76,403	53,038	50,426	76,187	57,167	50,491	100.3%	92.8%	99.9%
Theatre & Drama	87,102	63,357	56,594	77,677	56,866	55,683	112.1%	111.4%	101.6%
Women's Studies Program	69,332	54,347	59,108	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
Liberal Studies & the Arts	69,911	N/A	N/A	70,945	N/A	N/A	98.5%	N/A	N/A

SOURCE: October 2007 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, 2004-2007

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	21	75	21.9%	10	47.6%	47	62.7%
College of Engineering*	12	23	34.3%	5	41.7%	14	60.9%
Letters & Sciences	8	47	14.5%	5	62.5%	31	66.0%
College of Agricultural & Life Sciences	1	5	16.7%	0	0.0%	2	40.0%
Biological Sciences	26	55	32.1%	19	73.1%	47	85.5%
Letters & Sciences	4	0	100.0%	4	100.0%	N/A	N/A
School of Veterinary Medicine	0	3	0.0%	N/A	N/A	2	66.7%
School of Pharmacy	3	5	37.5%	1	33.3%	5	100.0%
Medical School*	16	34	32.0%	12	75.0%	29	85.3%
College of Agricultural & Life Sciences	3	13	18.8%	2	66.7%	11	84.6%
Division/School	Tenured** Offers Made			Tenured*** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	3	14	17.6%	2	66.7%	9	64.3%
College of Engineering	0	3	0.0%	N/A	N/A	3	100.0%
Letters & Sciences**	2	11	15.4%	1	50.0%	6	54.5%
College of Agricultural & Life Sciences	1	0	N/A	1	N/A	N/A	N/A
Biological Sciences	11	21	34.4%	9	81.8%	15	71.4%
Letters & Sciences	2	3	40.0%	2	100.0%	3	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	9	35.7%	4	80.0%	5	55.6%
College of Agricultural & Life Sciences	2	5	28.6%	2	80.0%	4	80.0%

* One decision is pending.

** Two decisions are pending.

*** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2004-2007

Division/School	Median Junior Offers Made		Women's Median as % of Men's	Median Junior Offers Accepted		Women's Median as % of Men's
	Women	Men		Women	Men	
Physical Sciences	\$97,778	\$94,111	103.9%	\$96,556	\$91,667	105.3%
College of Engineering	\$99,611	\$101,444	98.2%	\$97,778	\$102,056	95.8%
Letters & Sciences	\$91,667	\$85,556	107.1%	\$86,778	\$85,556	101.4%
College of Agricultural & Life Sciences	\$74,500	\$79,444	93.8%	N/A	\$75,722	N/A
Biological Sciences	\$79,139	\$80,333	98.5%	\$78,222	\$80,000	97.8%
Letters & Sciences	\$75,167	N/A	N/A	\$75,167	N/A	N/A
School of Veterinary Medicine	N/A	\$91,944	N/A	N/A	\$91,944	N/A
School of Pharmacy	\$85,556	\$81,889	104.5%	\$81,889	\$81,889	100.0%
Medical School	\$80,000	\$81,000	98.8%	\$80,000	\$80,000	100.0%
College of Agricultural & Life Sciences	\$71,000	\$86,472	82.1%	\$74,417	\$77,222	96.4%
Division/School	Median Senior Offers Made		Women's Median as % of Men's	Median Senior Offers Accepted		Women's Median as % of Men's
	Women	Men		Women	Men	
Physical Sciences	\$110,000	\$121,000	90.9%	\$103,889	\$119,778	86.7%
College of Engineering	\$110,000	\$128,333	85.7%	N/A	\$128,333	N/A
Letters & Sciences	\$140,556	\$110,000	127.8%	\$97,778	\$104,194	93.8%
College of Agricultural & Life Sciences	N/A	N/A	N/A	\$110,000	N/A	N/A
Biological Sciences	\$122,222	\$103,889	117.6%	\$96,500	\$97,778	98.7%
Letters & Sciences	\$137,500	\$103,889	132.4%	\$137,500	\$103,889	132.4%
School of Veterinary Medicine	\$96,500	\$156,444	61.7%	\$96,500	\$156,444	61.7%
School of Pharmacy	\$146,667	\$128,333	114.3%	N/A	\$110,000	N/A
Medical School	\$147,500	\$115,000	128.3%	\$150,000	\$117,500	127.7%
College of Agricultural & Life Sciences	\$88,611	\$73,000	121.4%	\$88,611	\$74,000	119.7%

Table 12c. Total Startup Package* Offers, 2004-2007

Division/School	Median Junior Offers Made		Women's Median as % of Men's	Median Junior Offers Accepted		Women's Median as % of Men's
	Women	Men		Women	Men	
Physical Sciences	\$264,750	\$250,800	105.6%	\$281,628	\$255,500	110.2%
College of Engineering	\$300,000	\$300,000	100.0%	\$300,000	\$265,706	112.9%
Letters & Sciences	\$253,500	\$255,500	99.2%	\$276,000	\$256,500	107.6%
College of Agricultural & Life Sciences	\$140,000	\$211,000	66.4%	N/A	\$201,500	N/A
Biological Sciences	\$230,000	\$212,000	108.5%	\$157,500	\$212,000	74.3%
Letters & Sciences	\$92,750	N/A	N/A	\$92,750	N/A	N/A
School of Veterinary Medicine	N/A	\$282,500	N/A	N/A	\$282,500	N/A
School of Pharmacy	\$543,000	\$445,000	122.0%	**	\$445,000	N/A
Medical School	\$270,000	\$225,000	120.0%	\$260,000	\$225,000	115.6%
College of Agricultural & Life Sciences	\$194,000	\$196,500	98.7%	\$204,000	\$193,000	105.7%
Division/School	Median Senior Offers Made		Women's Median as % of Men's	Median Senior Offers Accepted		Women's Median as % of Men's
	Women	Men		Women	Men	
Physical Sciences	\$70,000	\$255,250	27.4%	\$60,750	\$261,900	23.2%
College of Engineering	N/A	\$265,000	N/A	N/A	\$265,000	N/A
Letters & Sciences	\$765,250	\$248,600	307.8%	\$51,500	\$255,250	20.2%
College of Agricultural & Life Sciences	\$70,000	N/A	N/A	\$70,000	N/A	N/A
Biological Sciences	\$306,000	\$257,918	118.6%	\$226,750	\$275,000	82.5%
Letters & Sciences	\$232,750	\$169,500	137.3%	\$232,750	\$169,500	137.3%
School of Veterinary Medicine	**	\$275,000	N/A	**	\$275,000	N/A
School of Pharmacy**	\$1,000,000	\$1,350,000	74.1%	N/A	\$1,058,334	N/A
Medical School	\$300,000	\$262,500	114.3%	\$177,000	\$300,000	59.0%
College of Agricultural & Life Sciences	\$444,690	\$200,172	222.2%	\$444,690	\$220,504	201.7%

* Total Startup Package does not include Base Salary.

** Missing data for startup.

Table 13. New Hires, 2007

	2007-2008	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	27	29.6%
Physical Sciences	17	11.8%
Senior Hires		
Biological Sciences	5	0.0%
Physical Sciences	4	0.0%
Total Hires, Biological Sciences	32	25.0%
Total Hires, Physical Sciences	21	9.5%
Total Hires, Junior	44	22.7%
Total Hires, Senior	9	0.0%
TOTAL HIRES	53	18.9%

NOTE: Faculty hired as Assistant Professors are Junior Hires;
Associate and (Full) Professors are Senior Hires.

SOURCE: October 2007 IADS Frozen slice.