

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2008

Division/Department	Women	Men	% Women
Physical Sciences	58.50	389.35	13.1%
Biological Systems Engineering	1.00	11.25	8.2%
Soil Science	3.50	15.00	18.9%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	3.00	23.75	11.2%
Electrical & Computer Engineering	5.00	36.50	12.0%
Biomedical Engineering	3.00	6.10	33.0%
Industrial Engineering	3.50	11.00	24.1%
Mechanical Engineering	3.00	30.75	8.9%
Materials Science & Engineering	3.00	11.00	21.4%
Engineering Physics	1.25	19.50	6.0%
Engineering Professional Development	0.00	6.00	0.0%
Astronomy	3.75	8.00	31.9%
Chemistry	3.50	33.00	9.6%
Computer Sciences	5.00	31.00	13.9%
Geology & Geophysics	5.00	16.00	23.8%
Mathematics	2.25	46.25	4.6%
Atmospheric & Oceanic Sciences	1.00	12.00	7.7%
Physics	6.25	44.75	12.3%
Statistics	3.50	10.50	25.0%
Biological Sciences	196.31	575.25	25.4%
Agronomy	2.50	15.00	14.3%
Animal Science	1.00	14.60	6.4%
Bacteriology	6.00	12.00	33.3%
Biochemistry	7.50	26.00	22.4%
Dairy Science	1.00	12.40	7.5%
Entomology	3.00	11.00	21.4%
Food Science	3.00	13.00	18.8%
Genetics	2.50	11.67	17.6%
Horticulture	2.00	11.50	14.8%
Nutritional Sciences	5.00	6.50	43.5%
Plant Pathology	5.50	8.00	40.7%
Forest & Wildlife Ecology	1.50	16.50	8.3%
Natural Resources - Wildlife Ecology	0.00	1.00	0.0%
Kinesiology	9.00	6.00	60.0%
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	13.50	27.0%
Anesthesiology	0.00	5.50	0.0%
Biostatistics & Medical Informatics	2.75	12.00	18.6%
Family Medicine	3.00	7.75	27.9%
Genetics	2.00	6.93	22.4%

Obstetrics & Gynecology	2.00	9.00	18.2%
Medical History & Bioethics	3.50	5.90	37.2%
Human Oncology	1.00	10.25	8.9%
Medicine	11.50	48.65	19.1%
Dermatology	0.00	7.00	0.0%
Medical Microbiology	6.20	8.50	42.2%
Medical Physics	2.00	13.95	12.5%
Neurology	1.00	9.50	9.5%
Neurological Surgery	2.00	8.00	20.0%
Oncology	6.50	11.90	35.3%
Ophthalmology & Visual Sciences	3.50	11.00	24.1%
Orthopedics & Rehabilitation	2.00	7.50	21.1%
Pathology & Laboratory Medicine	5.00	14.00	26.3%
Pediatrics	11.25	12.20	48.0%
Pharmacology	3.00	8.00	27.3%
Biomolecular Chemistry	2.80	7.75	26.5%
Physiology	5.00	14.00	26.3%
Population Health Sciences	10.30	13.00	44.2%
Psychiatry	6.51	8.60	43.1%
Radiology	2.50	14.95	14.3%
Surgery	1.00	19.00	5.0%
Urology	0.00	3.00	0.0%
School of Pharmacy	6.50	24.00	21.3%
Medical Sciences	4.00	8.00	33.3%
Pathobiological Sciences	1.00	17.00	5.6%
Comparative Biosciences	5.00	10.00	33.3%
Surgical Sciences	1.00	6.00	14.3%

Social Studies

233.70 346.72 40.3%

Agricultural & Applied Economics	2.00	19.90	9.1%
Life Sciences Communication	4.00	5.00	44.4%
Rural Sociology	4.00	7.00	36.4%
Natural Resources-Landscape Architecture	4.00	4.00	50.0%
Urban & Regional Planning	1.00	3.00	25.0%
School of Business	16.75	58.00	22.4%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	18.25	16.15	53.1%
Educational Leadership & Policy Analysis	5.00	11.00	31.3%
Educational Policy Studies	5.00	6.00	45.5%
Educational Psychology	7.00	11.00	38.9%
Rehabilitation Psychology & Special Education	4.00	5.00	44.4%
School of Human Ecology	22.50	13.00	63.4%
Law School	15.50	26.25	37.1%
Anthropology	9.00	13.00	40.9%
Afro-American Studies	5.50	2.25	71.0%
Communication Arts	10.00	12.00	45.5%
Economics	2.20	25.00	8.1%
Ethnic Studies	0.50	0.00	100.0%
Geography	3.00	12.00	20.0%
LaFollette School of Public Affairs	4.50	8.25	35.3%
School of Journalism & Mass Communication	6.00	8.50	41.4%

School of Library & Information Studies	8.00	1.50	84.2%
Political Science	8.00	26.25	23.4%
Psychology	16.00	15.00	51.6%
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	153.75	199.23	43.6%
Art	9.00	19.00	32.1%
Dance	2.00	3.00	40.0%
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	23.20	20.30	53.3%
French & Italian	9.00	12.25	42.4%
German	6.50	8.35	43.8%
Hebrew & Semitic Studies	2.00	2.00	50.0%
History	18.00	27.00	40.0%
History of Science	2.00	4.50	30.8%
Linguistics	3.00	3.00	50.0%
School of Music	14.50	31.00	31.9%
Philosophy	3.00	14.00	17.6%
Scandinavian Studies	4.00	2.00	66.7%
Slavic Languages	3.00	5.00	37.5%
Languages & Cultures of Asia	5.00	6.33	44.1%
Spanish & Portuguese	11.00	13.00	45.8%
Theatre & Drama	7.75	7.00	52.5%
Women's Studies Program	5.00	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	3.80	1.00	79.2%

SOURCE: October 2008 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, 2008

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	24.00	16.00	18.50	255.25	61.10	73.00	8.6%	20.8%	20.2%
Biological Systems Engineering	0.00	0.00	1.00	9.25	1.00	1.00	0.0%	0.0%	50.0%
Soil Science	0.00	2.50	1.00	10.00	2.00	3.00	0.0%	55.6%	25.0%
Chemical & Biological Engineering	1.00	0.00	1.00	10.00	5.00	2.00	9.1%	0.0%	33.3%
Civil & Environmental Engineering	1.00	1.00	1.00	16.75	4.00	3.00	5.6%	20.0%	25.0%
Electrical & Computer Engineering	2.00	0.00	3.00	25.50	8.00	3.00	7.3%	0.0%	50.0%
Biomedical Engineering	0.00	1.00	2.00	3.50	0.60	2.00	0.0%	62.5%	50.0%
Industrial Engineering	3.50	0.00	0.00	4.00	5.00	2.00	46.7%	0.0%	0.0%
Mechanical Engineering	1.00	1.00	1.00	16.75	7.00	7.00	5.6%	12.5%	12.5%
Materials Science & Engineering	1.00	0.00	2.00	5.00	2.00	4.00	16.7%	0.0%	33.3%
Engineering Physics	0.25	1.00	0.00	14.50	3.00	2.00	1.7%	25.0%	0.0%
Engineering Professional Development	0.00	0.00	0.00	4.00	1.00	1.00	0.0%	0.0%	0.0%
Astronomy	1.75	1.00	1.00	4.00	1.00	3.00	30.4%	50.0%	25.0%
Chemistry	1.50	2.00	0.00	24.00	2.00	7.00	5.9%	50.0%	0.0%
Computer Sciences	2.00	2.00	1.00	16.00	7.00	8.00	11.1%	22.2%	11.1%
Geology & Geophysics	4.00	1.00	0.00	10.00	3.00	3.00	28.6%	25.0%	0.0%
Mathematics	0.75	1.00	0.50	35.50	4.00	6.75	2.1%	20.0%	6.9%
Atmospheric & Oceanic Sciences	0.00	0.00	1.00	8.00	1.00	3.00	0.0%	0.0%	25.0%
Physics	3.25	1.00	2.00	30.75	4.00	10.00	9.6%	20.0%	16.7%
Statistics	1.00	1.50	1.00	7.75	0.50	2.25	11.4%	75.0%	30.8%
Biological Sciences	79.56	55.50	61.25	363.70	107.05	104.50	17.9%	34.1%	37.0%
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	3.00	3.00	0.00	8.00	3.00	1.00	27.3%	50.0%	0.0%
Biochemistry	6.00	0.00	1.50	21.00	3.00	2.00	22.2%	0.0%	42.9%
Dairy Science	1.00	0.00	0.00	6.40	4.00	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 Science	0.00	2.00	1.00	10.00	2.00	1.00	0.0%	50.0%	50.0%
Genetics	0.50	1.00	1.00	11.17	0.50	0.00	4.3%	66.7%	100.0%
Horticulture	0.00	2.00	0.00	7.50	3.00	1.00	0.0%	40.0%	0.0%
Nutritional Sciences	3.00	2.00	0.00	4.50	1.00	1.00	40.0%	66.7%	0.0%
Plant Pathology	3.50	1.00	1.00	6.00	0.00	2.00	36.8%	100.0%	33.3%
Forest & Wildlife Ecology	0.50	0.00	1.00	9.00	5.00	2.50	5.3%	0.0%	28.6%
Natural Resources - Wildlife Ecology	0.00	0.00	0.00	1.00	0.00	0.00	0.0%	N/A	N/A
Kinesiology	1.00	3.00	5.00	1.00	3.00	2.00	50.0%	50.0%	71.4%
Nelson Institute for Environmental Studies	1.50	0.00	2.00	4.25	0.00	2.00	26.1%	N/A	50.0%
Botany	3.00	0.00	3.50	7.00	1.50	0.00	30.0%	0.0%	100.0%
Communicative Disorders	4.00	2.00	4.00	4.00	0.00	0.00	50.0%	100.0%	100.0%

Zoology	2.00	4.00	2.00	10.00	3.00	2.00	16.7%	57.1%	50.0%
Anatomy	3.00	2.00	0.00	10.50	1.00	2.00	22.2%	66.7%	0.0%
Anesthesiology	0.00	0.00	0.00	3.50	2.00	0.00	0.0%	0.0%	N/A
Biostatistics & Medical Informatics	1.25	1.00	0.50	3.75	3.00	5.25	25.0%	25.0%	8.7%
Family Medicine	2.00	1.00	0.00	3.10	1.65	3.00	39.2%	37.7%	0.0%
Genetics	0.00	0.00	2.00	2.43	0.50	4.00	0.0%	0.0%	33.3%
Obstetrics & Gynecology	1.00	1.00	0.00	5.00	2.00	2.00	16.7%	33.3%	0.0%
Medical History & Bioethics	2.00	1.50	0.00	1.90	3.00	1.00	51.3%	33.3%	0.0%
Human Oncology	0.00	1.00	0.00	7.05	1.00	2.20	0.0%	50.0%	0.0%
Medicine	2.50	3.00	6.00	24.90	12.75	11.00	9.1%	19.0%	35.3%
Dermatology	0.00	0.00	0.00	4.00	2.00	1.00	0.0%	0.0%	0.0%
Medical Microbiology	3.00	2.00	1.20	7.50	1.00	0.00	28.6%	66.7%	100.0%
Medical Physics	0.00	1.00	1.00	6.90	5.45	1.60	0.0%	15.5%	38.5%
Neurology	0.00	0.00	1.00	6.50	1.00	2.00	0.0%	0.0%	33.3%
Neurological Surgery	1.00	0.00	1.00	2.00	3.00	3.00	33.3%	0.0%	25.0%
Oncology	1.50	2.00	3.00	10.90	0.00	1.00	12.1%	100.0%	75.0%
Ophthalmology & Visual Sciences	3.50	0.00	0.00	8.00	2.00	1.00	30.4%	0.0%	0.0%
Orthopedics & Rehabilitation	1.00	0.00	1.00	3.50	2.00	2.00	22.2%	0.0%	33.3%
Pathology & Laboratory Medicine	4.00	1.00	0.00	8.00	3.00	3.00	33.3%	25.0%	0.0%
Pediatrics	3.50	2.00	5.75	9.20	1.00	2.00	27.6%	66.7%	74.2%
Pharmacology	1.00	1.00	1.00	6.00	2.00	0.00	14.3%	33.3%	100.0%
Biomolecular Chemistry	1.00	1.00	0.80	4.50	2.00	1.25	18.2%	33.3%	39.0%
Physiology	4.00	1.00	0.00	11.00	1.00	2.00	26.7%	50.0%	0.0%
Population Health Sciences	4.30	3.00	3.00	5.00	2.50	5.50	46.2%	54.5%	35.3%
Psychiatry	1.51	3.00	2.00	5.20	0.00	3.40	22.5%	100.0%	37.0%
Radiology	1.50	0.00	1.00	8.95	3.20	2.80	14.4%	0.0%	26.3%
Surgery	0.00	0.00	1.00	13.00	3.00	3.00	0.0%	0.0%	25.0%
Urology	0.00	0.00	0.00	3.00	0.00	0.00	0.0%	N/A	N/A
School of Pharmacy	2.50	2.00	2.00	14.00	4.00	6.00	15.2%	33.3%	25.0%
Medical Sciences	1.00	2.00	1.00	5.00	2.00	1.00	16.7%	50.0%	50.0%
Pathobiological Sciences	0.00	1.00	0.00	11.00	4.00	2.00	0.0%	20.0%	0.0%
Comparative Biosciences	3.00	0.00	2.00	6.00	2.00	2.00	33.3%	0.0%	50.0%
Surgical Sciences	0.00	1.00	0.00	4.00	2.00	0.00	0.0%	33.3%	N/A

Social Studies	109.45	39.25	85.00	221.72	66.50	58.50	33.0%	37.1%	59.2%
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Agricultural & Applied Economics	0.00	0.00	2.00	13.90	4.00	2.00	0.0%	0.0%	50.0%
Life Sciences Communication	2.00	2.00	0.00	2.00	1.00	2.00	50.0%	66.7%	0.0%
Rural Sociology	2.00	0.00	2.00	6.00	0.00	1.00	25.0%	N/A	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	1.00	0.00	2.00	0.0%	N/A	33.3%
School of Business	3.75	4.00	9.00	32.00	17.00	9.00	10.5%	19.0%	50.0%
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	3.00	3.00	40.8%	52.0%	72.7%
Educational Leadership & Policy Analysis	4.00	0.00	1.00	8.00	2.00	1.00	33.3%	0.0%	50.0%
Educational Policy Studies	2.00	0.00	3.00	4.00	1.00	1.00	33.3%	0.0%	75.0%

Liberal Studies & the Arts

3.80

0.00

0.00

1.00

0.00

0.00

79.2%

N/A

N/A

SOURCE: October 2008 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, 2008

2004 - 2008

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	14	14	100.0%	69	60	87.0%
Biological Sciences	37	35	94.6%	63	56	88.9%
Social Studies	35	30	85.7%	58	57	98.3%
Humanities	47	46	97.9%	39	38	97.4%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2008

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	4.0%	21.3%	74.7%
2003-07	20	90.0%	5.0%	5.0%	57	84.2%	5.3%	10.5%
2007-11	3	100.0%	0.0%	0.0%	16	87.5%	0.0%	12.5%

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%	81	0.0%	24.7%	75.3%
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%	85	11.8%	24.7%	63.5%
2003-07	31	93.5%	3.2%	3.2%	57	82.5%	7.0%	10.5%
2007-11	10	100.0%	0.0%	0.0%	20	100.0%	0.0%	0.0%

Social Studies

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	72	0.0%	51.4%	48.6%	83	0.0%	54.2%	45.8%
1991-95	48	2.1%	43.8%	54.2%	50	0.0%	42.0%	58.0%
1995-99	41	0.0%	58.5%	41.5%	54	1.9%	50.0%	48.1%
1999-03	52	11.5%	50.0%	38.5%	79	2.5%	34.2%	63.3%
2003-07	63	82.5%	11.1%	6.3%	48	75.0%	10.4%	14.6%
2007-11	14	92.9%	7.1%	0.0%	14	100.0%	0.0%	0.0%

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%
2007-11	10	100.0%	0.0%	0.0%	4	75.0%	0.0%	25.0%

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

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	7.0	18.0	8.0	4.0	14.0	20.0	7.0	2.0	50.0%	90.0%	114.3%	200.0%
Biological Sciences	8.0	17.0	8.0	3.0	13.0	20.0	8.0	2.0	61.5%	85.0%	100.0%	150.0%
Social Studies	8.0	17.0	8.0	2.0	12.0	19.0	7.0	2.0	66.7%	89.5%	114.3%	100.0%
Humanities	11.0	19.0	8.0	3.0	16.0	19.0	8.0	3.0	68.8%	100.0%	100.0%	100.0%

SOURCE: October 2008 IADS Frozen slice

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

Table 5b. Attrition by Gender, 2007-2008

	FTEs			%		
	Retired	Resigned	2007 Total FTE	Retired	Resigned	Left UW
Total	75	57	2,172	3.5%	2.6%	6.1%
Women	11	15	636	1.7%	2.4%	4.1%
Men	64	42	1,536	4.2%	2.7%	6.9%
Physical Sciences						
Women	0	2	61	0.0%	3.3%	3.3%
Men	16	10	402	4.0%	2.5%	6.5%
Biological Sciences						
Women	2	2	182	1.1%	1.1%	2.2%
Men	25	9	576	4.3%	1.6%	5.9%
Social Studies						
Women	6	7	236	2.5%	3.0%	5.5%
Men	11	17	350	3.1%	4.9%	8.0%
Humanities						
Women	3	4	157	1.9%	2.5%	4.5%
Men	12	6	208	5.8%	2.9%	8.6%

SOURCE: IADS appointment system, Feb. 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, 2008

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	26	281	8.5%	4	15	21.1%	15.4%	5.3%
Biological Sciences	71	338	17.4%	9	38	19.1%	12.7%	11.2%
Social Studies	102	221	31.6%	7	16	30.4%	6.9%	7.2%
Humanities	108	147	42.4%	11	11	50.0%	10.2%	7.5%
Total	307	987	23.7%	31	80	27.9%	10.1%	8.1%

SOURCE: IADS appointment system frozen slice, October 2008.

NOTE: Total faculty is a non-duplicating headcount of full professors. 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, 2008

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	26	281	8.5%	1	8	11.1%	3.8%	2.8%
Biological Sciences	71	338	17.4%	5	10	33.3%	7.0%	3.0%
Social Studies	102	221	31.6%	13	16	44.8%	12.7%	7.2%
Humanities	108	147	42.4%	3	2	60.0%	2.8%	1.4%
Total	307	987	23.7%	22	36	37.9%	7.2%	3.6%

SOURCE: IADS Frozen Appointment Data view, October 2008.

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, 2008

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	26	281	8.5%	0	1	0.0%	0.0%	0.4%
Biological Sciences	71	338	17.4%	0	1	0.0%	0.0%	0.3%
Social Studies	102	221	31.6%	0	2	0.0%	0.0%	0.9%
Humanities	108	147	42.4%	1	1	50.0%	0.9%	0.7%
Total	307	987	23.7%	1	5	16.7%	0.3%	0.5%

SOURCE: IADS Frozen Appointment Data view, October 2008.

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, 2008

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	26	281	8.5%	0	12	0.0%	0.0%	4.3%
Biological Sciences	71	338	17.4%	0	14	0.0%	0.0%	4.1%
Social Studies	102	221	31.6%	8	13	38.1%	7.8%	5.9%
Humanities	108	147	42.4%	11	11	50.0%	10.2%	7.5%
Total	307	987	23.7%	19	50	27.5%	6.2%	5.1%

SOURCE: IADS appointment system frozen slice, October 2008.

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, 2008**

	<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%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	18	37	32.7%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	9	0.0%
Other named professorships (incl. WARF)	47	228	17.1%
Holds two named professorships	7	38	15.6%
New named professorships	6	19	24.0%
Number holding named professorships	71	271	20.8%
Full Professors at UW-Madison	307	987	23.7%
Major Awards			
Vilas Associate Award	5	21	19.2%
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	3	4	42.9%
WARF Kellett Mid-Career Award	0	6	0.0%
Tenured Professors at UW-Madison	458	1265	26.6%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2008.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2008; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2008.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2008

	Women	Men	% Female
Faculty Senate			
Physical Sciences	6	35	14.6%
Biological Sciences	14	61	18.7%
Social Studies	19	39	32.8%
Arts & Humanities	15	22	40.5%
Senators (total)	54	157	25.6%
Physical Sciences	5	26	16.1%
Biological Sciences	18	50	26.5%
Social Studies	21	27	43.8%
Arts & Humanities	10	13	43.5%
Alternates (Total)	54	116	31.8%
Athletic Board	5	18	21.7%
Campus Planning Committee	5	10	33.3%
Divisional Executive Committees*			
Physical Sciences	4	8	33.3%
Bio. Sciences, Curriculum Planning	4	5	44.4%
Bio. Sciences, Strategic Planning	4	5	44.4%
Bio. Sciences, Tenure	3	9	25.0%
Social Studies	4	8	33.3%
Arts & Humanities	7	4	63.6%
Faculty Compensation and Economic Benefits Commission*	3	6	33.3%
Faculty Rights and Responsibilities Committee*	3	6	33.3%
Library Committee*	6	7	46.2%
University Committee*	4	2	66.7%
University Academic Planning Council	5	10	33.3%
Graduate School Academic Planning Council	1	7	12.5%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	3	2	60.0%
Social Studies	1	5	16.7%
Arts & Humanities	3	2	60.0%
Graduate School Research Committee			
Physical Sciences	4	7	36.4%
Biological Sciences	4	7	36.4%
Social Studies	5	5	50.0%
Arts & Humanities	6	4	60.0%
All Faculty	648	1530	29.8%
Physical Sciences	64	428	13.0%
Biological Sciences	172	529	24.5%
Social Studies	228	351	39.4%
Arts & Humanities	184	221	45.4%

SOURCE: 2008-2009 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), 2008

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$88,661	\$98,883	89.7%
Biological Systems Engineering	63,189	89,824	70.3%
Soil Science	90,000	79,685	112.9%
Chemical & Biological Engineering	101,530	102,472	99.1%
Civil & Environmental Engineering	100,800	110,489	91.2%
Electrical & Computer Engineering	90,398	112,124	80.6%
Biomedical Engineering	84,837	99,841	85.0%
Industrial Engineering	132,990	105,938	125.5%
Mechanical Engineering	97,986	100,369	97.6%
Materials Science & Engineering	90,853	93,701	97.0%
Engineering Physics	101,363	122,284	82.9%
Engineering Professional Development	N/A	103,084	N/A
Astronomy	81,405	87,050	93.5%
Chemistry	81,063	103,649	78.2%
Computer Sciences	96,749	110,000	88.0%
Geology & Geophysics	78,065	82,491	94.6%
Mathematics	82,695	95,571	86.5%
Atmospheric & Oceanic Sciences	64,539	90,011	71.7%
Physics	99,122	92,896	106.7%
Statistics	86,610	99,570	87.0%
Biological Sciences	\$85,115	\$93,849	90.7%
Agronomy	69,458	77,931	89.1%
Animal Science	85,776	87,293	98.3%
Bacteriology	90,459	92,665	97.6%
Biochemistry	97,016	117,706	82.4%
Dairy Science	94,385	78,748	119.9%
Entomology	72,346	89,408	80.9%
Food Science	72,012	86,248	83.5%
Genetics	73,227	124,729	58.7%
Horticulture	70,724	83,917	84.3%
Nutritional Sciences	86,265	93,619	92.1%
Plant Pathology	75,918	94,060	80.7%
Forest & Wildlife Ecology	67,000	85,899	78.0%
Natural Resources - Wildlife Ecology	N/A	88,903	N/A
Kinesiology	62,848	68,993	91.1%
Nelson Institute for Environmental Studies	83,725	96,549	86.7%
Botany	65,590	97,830	67.0%
Communicative Disorders	79,157	88,566	89.4%
Zoology	72,456	84,590	85.7%
Anatomy	107,427	111,558	96.3%
Anesthesiology	N/A	98,652	N/A
Biostatistics & Medical Informatics	76,861	88,502	86.8%
Family Medicine	123,954	107,604	115.2%

Genetics	70,199	74,096	94.7%
Obstetrics & Gynecology	103,000	91,636	112.4%
Medical History & Bioethics	144,613	74,664	193.7%
Human Oncology	75,269	99,278	75.8%
Medicine	91,205	88,671	102.9%
Dermatology	N/A	99,551	N/A
Medical Microbiology	91,181	113,382	80.4%
Medical Physics	94,389	93,849	100.6%
Neurology	69,959	94,498	74.0%
Neurological Surgery	83,789	71,426	117.3%
Oncology	82,482	125,242	65.9%
Ophthalmology & Visual Sciences	107,468	116,833	92.0%
Orthopedics & Rehabilitation	77,489	73,132	106.0%
Pathology & Laboratory Medicine	99,879	92,820	107.6%
Pediatrics	92,966	116,724	79.6%
Pharmacology	84,476	110,070	76.7%
Biomolecular Chemistry	91,032	105,378	86.4%
Physiology	134,195	133,499	100.5%
Population Health Sciences	103,482	96,714	107.0%
Psychiatry	87,451	83,952	104.2%
Radiology	85,347	81,818	104.3%
Surgery	84,086	90,106	93.3%
Urology	N/A	75,634	N/A
School of Pharmacy	87,291	89,237	97.8%
Medical Sciences	92,893	99,060	93.8%
Pathobiological Sciences	72,635	110,851	65.5%
Comparative Biosciences	99,783	98,383	101.4%
Surgical Sciences	84,923	99,742	85.1%

Social Studies	\$83,704	\$101,729	82.3%
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Agricultural & Applied Economics	79,626	97,902	81.3%
Life Sciences Communication	75,710	86,397	87.6%
Rural Sociology	84,224	79,380	106.1%
Natural Resources-Landscape Architecture	65,741	72,894	90.2%
Urban & Regional Planning	59,412	64,870	91.6%
School of Business	162,472	174,047	93.3%
Counseling Psychology	69,752	93,996	74.2%
Curriculum & Instruction	73,048	92,465	79.0%
Educational Leadership & Policy Analysis	81,049	105,378	76.9%
Educational Policy Studies	62,793	86,302	72.8%
Educational Psychology	68,128	97,458	69.9%
Rehabilitation Psychology & Special Education	75,575	74,785	101.1%
School of Human Ecology	82,305	81,888	100.5%
Law School	123,654	141,370	87.5%
Anthropology	76,888	74,745	102.9%
Afro-American Studies	83,882	110,900	75.6%
Communication Arts	75,205	81,335	92.5%
Economics	105,196	166,688	63.1%
Ethnic Studies	93,182	N/A	N/A
Geography	61,036	75,824	80.5%
LaFollette School of Public Affairs	95,880	102,850	93.2%

School of Journalism & Mass Communication	78,937	90,622	87.1%
School of Library & Information Studies	71,049	67,663	105.0%
Political Science	97,009	91,769	105.7%
Psychology	96,881	107,412	90.2%
Social Work	71,505	110,381	64.8%
Sociology	95,651	98,195	97.4%
Urban & Regional Planning	N/A	79,977	N/A
School of Nursing	88,750	N/A	N/A
Professional Development & Applied Studies	67,113	76,148	88.1%
Humanities	\$76,348	\$78,985	96.7%
Art	69,593	68,041	102.3%
Dance	62,703	66,365	94.5%
African Languages & Literature	86,838	80,765	107.5%
Art History	81,476	81,626	99.8%
Classics	90,502	80,397	112.6%
Comparative Literature	89,248	62,425	143.0%
East Asian Languages & Literature	67,868	57,648	117.7%
English	87,614	88,271	99.3%
French & Italian	73,370	87,801	83.6%
German	75,530	77,084	98.0%
Hebrew & Semitic Studies	79,203	80,603	98.3%
History	85,525	101,125	84.6%
History of Science	70,310	82,633	85.1%
Linguistics	81,216	75,733	107.2%
School of Music	75,710	79,308	95.5%
Philosophy	74,398	81,458	91.3%
Scandinavian Studies	71,303	83,169	85.7%
Slavic Languages	87,056	87,254	99.8%
Languages & Cultures of Asia	80,152	85,083	94.2%
Spanish & Portuguese	62,215	64,102	97.1%
Theatre & Drama	71,099	70,169	101.3%
Women's Studies Program	61,996	N/A	N/A
Social Sciences	N/A	72,932	N/A
Liberal Studies & the Arts	73,611	75,717	97.2%

SOURCE: October 2008 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), 2008

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	\$121,963	\$85,552	\$82,842	\$114,196	\$91,374	\$78,483	106.8%	93.6%	105.6%
Biological Systems Engineering	N/A	N/A	63,189	90,708	72,299	67,061	N/A	N/A	94.2%
Soil Science	N/A	90,000	66,468	88,508	73,360	63,260	N/A	122.7%	105.1%
Chemical & Biological Engineering	118,225	N/A	84,834	137,623	89,338	84,358	85.9%	N/A	100.6%
Civil & Environmental Engineering	109,514	100,800	84,479	119,550	84,307	85,000	91.6%	119.6%	99.4%
Electrical & Computer Engineering	126,287	N/A	88,661	122,178	97,921	89,000	103.4%	N/A	99.6%
Biomedical Engineering	N/A	87,492	83,552	128,268	97,969	89,293	N/A	89.3%	93.6%
Industrial Engineering	132,990	N/A	N/A	147,311	103,859	85,968	90.3%	N/A	N/A
Mechanical Engineering	172,762	97,986	82,842	117,268	91,374	83,000	147.3%	107.2%	99.8%
Materials Science & Engineering	113,248	N/A	89,636	145,969	90,314	89,242	77.6%	N/A	100.4%
Engineering Physics	102,421	101,363	N/A	136,009	96,121	91,894	75.3%	105.5%	N/A
Engineering Professional Development	N/A	N/A	N/A	112,832	81,551	85,909	N/A	N/A	N/A
Astronomy	104,086	81,405	79,054	112,545	80,923	77,622	92.5%	100.6%	101.8%
Chemistry	97,097	78,157	N/A	117,553	91,976	71,338	82.6%	85.0%	N/A
Computer Sciences	136,733	90,085	88,417	139,433	96,884	89,553	98.1%	93.0%	98.7%
Geology & Geophysics	82,732	72,818	N/A	93,184	76,312	68,550	88.8%	95.4%	N/A
Mathematics	102,421	82,337	82,695	98,675	100,746	76,000	103.8%	81.7%	108.8%
Atmospheric & Oceanic Sciences	N/A	N/A	64,539	95,361	72,245	64,694	N/A	N/A	99.8%
Physics	127,398	84,494	71,688	103,843	82,184	72,992	122.7%	102.8%	98.2%
Statistics	160,049	86,610	69,031	113,003	77,382	75,574	141.6%	111.9%	91.3%
Biological Sciences	\$108,521	\$80,705	\$70,577	\$109,120	\$78,226	\$69,959	99.5%	103.2%	100.9%
Agronomy	N/A	71,930	66,985	80,172	N/A	65,765	N/A	N/A	101.9%
Animal Science	N/A	N/A	85,776	92,540	75,370	63,163	N/A	N/A	135.8%
Bacteriology	94,804	75,769	N/A	103,656	78,860	65,248	91.5%	96.1%	N/A
Biochemistry	101,216	N/A	67,832	123,962	84,352	82,688	81.7%	N/A	82.0%
Dairy Science	94,385	N/A	N/A	93,331	71,346	70,056	101.1%	N/A	N/A
Entomology	95,803	72,346	62,111	94,669	69,479	62,985	101.2%	104.1%	98.6%
Food Science	N/A	73,692	64,136	93,732	74,448	65,455	N/A	99.0%	98.0%
Genetics	N/A	74,718	69,980	124,729	74,096	N/A	N/A	100.8%	N/A
Horticulture	N/A	70,724	N/A	96,780	72,488	N/A	N/A	97.6%	N/A
Nutritional Sciences	96,711	71,604	N/A	102,842	78,226	75,668	94.0%	91.5%	N/A
Plant Pathology	77,992	67,293	67,000	95,861	N/A	56,723	81.4%	N/A	118.1%
Forest & Wildlife Ecology	81,798	N/A	67,000	105,659	71,754	65,276	77.4%	N/A	102.6%
Natural Resources - Wildlife Ecology	N/A	N/A	N/A	88,903	N/A	N/A	N/A	N/A	N/A
Kinesiology	104,103	67,923	60,366	117,403	70,370	59,802	88.7%	96.5%	100.9%
Nelson Institute for Environmental Studies	93,753	N/A	74,632	96,774	N/A	67,877	96.9%	N/A	110.0%
Botany	103,543	N/A	55,394	100,085	85,793	N/A	103.5%	N/A	N/A

Communicative Disorders	112,649	77,731	65,615	88,566	N/A	N/A	127.2%	N/A	N/A
Zoology	94,653	69,582	68,606	95,375	67,463	62,700	99.2%	103.1%	109.4%
Anatomy	119,822	87,181	N/A	130,909	85,115	72,596	91.5%	102.4%	N/A
Anesthesiology	N/A	N/A	N/A	109,576	78,980	N/A	N/A	N/A	N/A
Biostatistics & Medical Informatics	126,379	76,861	72,472	134,808	104,788	86,767	93.7%	73.3%	83.5%
Family Medicine	131,678	87,770	N/A	123,747	108,400	80,704	106.4%	81.0%	N/A
Genetics	N/A	N/A	70,199	102,621	74,096	68,636	N/A	N/A	102.3%
Obstetrics & Gynecology	132,217	73,782	N/A	107,541	83,450	63,405	122.9%	88.4%	N/A
Medical History & Bioethics	149,647	84,349	N/A	153,209	74,664	66,109	97.7%	113.0%	N/A
Human Oncology	N/A	75,269	N/A	100,078	62,246	67,091	N/A	120.9%	N/A
Medicine	131,514	94,642	76,496	109,713	79,947	71,979	119.9%	118.4%	106.3%
Dermatology	N/A	N/A	N/A	125,065	93,397	67,876	N/A	N/A	N/A
Medical Microbiology	121,425	83,692	71,131	113,382	87,891	N/A	107.1%	95.2%	N/A
Medical Physics	N/A	106,687	82,091	98,333	93,849	78,039	N/A	113.7%	105.2%
Neurology	N/A	N/A	69,959	104,548	94,498	68,906	N/A	N/A	101.5%
Neurological Surgery	98,461	N/A	69,117	98,391	48,392	70,194	100.1%	N/A	98.5%
Oncology	117,083	83,846	70,364	125,242	N/A	73,487	93.5%	N/A	95.7%
Ophthalmology & Visual Sciences	107,468	N/A	N/A	123,557	91,971	90,000	87.0%	N/A	N/A
Orthopedics & Rehabilitation	80,605	N/A	74,373	94,147	66,521	72,975	85.6%	N/A	101.9%
Pathology & Laboratory Medicine	97,441	112,636	N/A	111,672	57,486	54,250	87.3%	195.9%	N/A
Pediatrics	117,794	91,872	81,818	129,231	67,170	87,472	91.1%	136.8%	93.5%
Pharmacology	118,180	84,476	73,182	119,007	85,503	N/A	99.3%	98.8%	N/A
Biomolecular Chemistry	109,576	91,032	80,075	127,647	92,726	73,182	85.8%	98.2%	109.4%
Physiology	135,754	80,705	N/A	139,959	81,924	71,811	97.0%	98.5%	N/A
Population Health Sciences	110,254	82,783	75,860	127,313	121,033	78,918	86.6%	68.4%	96.1%
Psychiatry	140,068	87,330	75,978	102,621	N/A	66,628	136.5%	N/A	114.0%
Radiology	70,689	N/A	94,506	82,682	67,581	65,268	85.5%	N/A	144.8%
Surgery	N/A	N/A	84,086	93,472	59,972	37,800	N/A	N/A	222.5%
Urology	N/A	N/A	N/A	75,634	N/A	N/A	N/A	N/A	N/A
School of Pharmacy	95,161	89,398	69,713	110,259	84,782	69,988	86.3%	105.4%	99.6%
Medical Sciences	114,225	92,893	71,182	108,165	80,120	69,744	105.6%	115.9%	102.1%
Pathobiological Sciences	N/A	72,635	N/A	115,912	78,601	78,266	N/A	92.4%	N/A
Comparative Biosciences	107,701	N/A	80,289	106,522	70,432	71,133	101.1%	N/A	112.9%
Surgical Sciences	N/A	84,923	N/A	116,023	75,449	N/A	N/A	112.6%	N/A

Social Studies	\$97,406	\$75,506	\$65,521	\$114,664	\$84,000	\$72,000	84.9%	89.9%	91.0%
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Agricultural & Applied Economics	N/A	N/A	79,626	114,877	89,879	80,438	N/A	N/A	99.0%
Life Sciences Communication	86,993	70,980	N/A	111,792	N/A	64,471	77.8%	N/A	N/A
Rural Sociology	106,576	N/A	66,255	80,017	N/A	65,799	133.2%	N/A	100.7%
Natural Resources-Landscape Architecture	102,741	71,824	59,532	89,092	N/A	63,080	115.3%	N/A	94.4%
Urban & Regional Planning	N/A	N/A	59,412	99,833	N/A	63,079	N/A	N/A	94.2%
School of Business	217,038	174,379	134,276	181,245	167,021	130,000	119.7%	104.4%	103.3%
Counseling Psychology	86,320	N/A	58,407	93,996	N/A	N/A	91.8%	N/A	N/A
Curriculum & Instruction	92,234	73,048	60,454	99,255	77,573	59,574	92.9%	94.2%	101.5%
Educational Leadership & Policy Analysis	82,628	N/A	57,645	114,972	75,674	62,443	71.9%	N/A	92.3%

Educational Policy Studies	88,344	N/A	59,576	90,640	69,348	71,944	97.5%	N/A	82.8%
Educational Psychology	97,673	68,128	58,128	101,667	N/A	58,879	96.1%	N/A	98.7%
Rehabilitation Psychology & Special Education	87,368	66,958	60,193	100,346	74,785	59,994	87.1%	89.5%	100.3%
School of Human Ecology	90,003	78,702	56,475	85,466	73,415	80,000	105.3%	107.2%	70.6%
Law School	144,662	123,654	101,277	146,143	122,375	103,000	99.0%	101.0%	98.3%
Anthropology	80,337	68,300	62,811	92,626	66,149	N/A	86.7%	103.3%	N/A
Afro-American Studies	105,695	65,787	73,383	110,900	N/A	N/A	95.3%	N/A	N/A
Communication Arts	86,013	81,078	60,298	91,064	68,801	60,670	94.5%	117.8%	99.4%
Economics	133,283	N/A	103,463	189,771	183,344	101,729	70.2%	N/A	101.7%
Ethnic Studies	93,182	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	88,724	N/A	60,462	85,239	66,763	N/A	104.1%	N/A	N/A
LaFollette School of Public Affairs	161,217	N/A	85,190	129,015	97,144	75,621	125.0%	N/A	112.7%
School of Journalism & Mass Communication	104,418	N/A	62,695	91,062	73,143	N/A	114.7%	N/A	N/A
School of Library & Information Studies	88,563	72,278	62,878	N/A	73,143	67,663	N/A	98.8%	92.9%
Political Science	112,745	97,294	63,586	105,073	81,611	68,564	107.3%	119.2%	92.7%
Psychology	103,605	N/A	69,056	142,019	78,665	63,376	73.0%	N/A	109.0%
Social Work	85,872	76,638	66,274	111,052	N/A	67,820	77.3%	N/A	97.7%
Sociology	132,320	95,651	67,222	138,384	78,448	72,266	95.6%	121.9%	93.0%
Urban & Regional Planning	N/A	N/A	N/A	79,977	N/A	70,631	N/A	N/A	N/A
School of Nursing	110,362	75,506	69,097	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	67,113	N/A	N/A	76,148	N/A	N/A	88.1%	N/A	N/A

Humanities	\$82,777	\$64,497	\$56,812	\$86,781	\$65,034	\$54,506	95.4%	99.2%	104.2%
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Art	77,466	63,796	61,140	71,437	66,628	54,666	108.4%	95.8%	111.8%
Dance	75,406	N/A	50,000	70,143	N/A	53,000	107.5%	N/A	94.3%
African Languages & Literature	100,940	67,073	N/A	119,136	N/A	52,902	84.7%	N/A	N/A
Art History	83,670	71,809	66,475	81,626	N/A	N/A	102.5%	N/A	N/A
Classics	90,502	N/A	N/A	91,362	80,397	52,657	99.1%	N/A	N/A
Comparative Literature	89,248	N/A	N/A	105,225	58,778	N/A	84.8%	N/A	N/A
East Asian Languages & Literature	95,490	61,547	N/A	109,518	67,371	52,423	87.2%	91.4%	N/A
English	91,868	70,500	53,720	110,307	73,185	52,811	83.3%	96.3%	101.7%
French & Italian	76,770	63,659	57,191	87,801	59,671	N/A	87.4%	106.7%	N/A
German	78,244	67,961	N/A	83,733	61,953	N/A	93.4%	109.7%	N/A
Hebrew & Semitic Studies	79,203	N/A	N/A	106,205	N/A	55,000	74.6%	N/A	N/A
History	90,011	70,434	55,196	106,668	69,185	87,794	84.4%	101.8%	62.9%
History of Science	82,633	N/A	57,987	89,741	66,667	N/A	92.1%	N/A	N/A
Linguistics	81,216	N/A	N/A	85,617	N/A	54,759	94.9%	N/A	N/A
School of Music	79,903	58,969	58,567	80,575	72,994	57,328	99.2%	80.8%	102.2%
Philosophy	85,721	N/A	64,451	86,948	69,545	57,148	98.6%	N/A	112.8%
Scandinavian Studies	89,045	56,752	56,812	83,169	N/A	N/A	107.1%	N/A	N/A
Slavic Languages	110,970	N/A	55,000	93,816	60,847	N/A	118.3%	N/A	N/A
Languages & Cultures of Asia	82,038	78,000	54,844	85,083	N/A	59,260	96.4%	N/A	92.5%
Spanish & Portuguese	80,492	57,319	52,941	79,412	59,646	53,388	101.4%	96.1%	99.2%
Theatre & Drama	77,891	65,076	N/A	78,333	62,711	58,706	99.4%	103.8%	N/A
Women's Studies Program	73,038	60,602	59,612	N/A	N/A	N/A	N/A	N/A	N/A

Social Sciences	N/A	N/A	N/A	N/A	N/A	72,932	N/A	N/A	N/A
Liberal Studies & the Arts	73,611	N/A	N/A	75,717	N/A	N/A	97.2%	N/A	N/A

SOURCE: October 2008 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, 2005-2008

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	28	95	22.8%	14	50.0%	61	64.2%
College of Engineering*	17	30	36.2%	7	41.2%	21	70.0%
Letters & Sciences	10	59	14.5%	7	70.0%	37	62.7%
College of Agricultural & Life Sciences	1	6	14.3%	0	0.0%	3	50.0%
Biological Sciences	42	86	32.8%	29	69.0%	72	83.7%
Letters & Sciences	4	0	100.0%	4	100.0%	N/A	N/A
School of Veterinary Medicine	3	8	27.3%	2	66.7%	5	62.5%
School of Pharmacy	5	8	38.5%	2	40.0%	6	75.0%
Medical School	23	49	31.9%	17	73.9%	43	87.8%
College of Agricultural & Life Sciences	7	21	25.0%	4	57.1%	18	85.7%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	4	17	19.0%	2	50.0%	11	64.7%
College of Engineering	1	4	20.0%	0	0.0%	3	75.0%
Letters & Sciences*	2	13	13.3%	1	50.0%	8	61.5%
College of Agricultural & Life Sciences	1	0	100.0%	1	100.0%	N/A	N/A
Biological Sciences	14	25	35.9%	10	71.4%	18	72.0%
Letters & Sciences	2	3	40.0%	2	100.0%	3	100.0%
School of Veterinary Medicine*	2	2	50.0%	1	50.0%	2	100.0%
School of Pharmacy*	1	2	33.3%	0	0.0%	1	50.0%
Medical School	7	11	38.9%	5	71.4%	7	63.6%
College of Agricultural & Life Sciences	2	7	22.2%	2	100.0%	5	71.4%

* One or two offer decisions are pending.

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2005-2008

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	\$100,222	\$75 - \$113	\$94,417	\$72 - \$156	106.1%	\$97,778	\$84 - \$109	\$95,333	\$72 - \$156	102.6%
College of Engineering	\$100,222	\$95 - \$112	\$103,889	\$89 - \$156	96.5%	\$100,222	\$95 - \$109	\$103,889	\$89 - \$156	96.5%
Letters & Sciences	\$91,667	\$84 - \$113	\$85,556	\$73 - \$111	107.1%	\$90,444	\$84 - \$108	\$85,556	\$73 - \$111	105.7%
College of Agricultural & Life Sciences	\$74,500	\$75	\$79,444	\$72 - \$90	107.1%	N/A	N/A	\$79,444	\$72 - \$85	N/A
Biological Sciences	\$81,889	\$55 - \$122	\$82,000	\$43 - \$150	99.9%	\$80,944	\$55 - \$122	\$80,583	\$43 - \$150	100.4%
Letters & Sciences	\$75,167	\$64 - \$78	N/A	N/A	N/A	\$75,167	\$64 - \$78	N/A	N/A	N/A
School of Veterinary Medicine	\$92,000	\$87 - \$110	\$103,889	\$80 - \$150	88.6%	\$98,500	\$87 - \$110	\$103,889	\$80 - \$150	94.8%
School of Pharmacy	\$85,556	\$82 - \$88	\$82,944	\$76 - \$90	103.1%	\$84,444	\$82 - \$87	\$81,889	\$76 - \$86	103.1%
Medical School	\$81,500	\$55 - \$122	\$82,500	\$43 - \$122	98.8%	\$81,500	\$55 - \$122	\$82,000	\$43 - \$122	99.4%
College of Agricultural & Life Sciences	\$81,889	\$71 - \$105	\$80,000	\$68 - \$101	102.4%	\$81,889	\$79 - \$83	\$79,444	\$68 - \$101	103.1%
Division/School	Base Salary, Offers Made, Tenured Faculty				Women's Median as % of Men's	Base Salary, Offers Made, 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	\$116,111	\$98 - \$183	\$125,889	\$92 - \$298	92.2%	\$103,889	\$98 - \$110	\$122,222	\$92 - \$298	85.0%
College of Engineering	\$122,222	\$122	\$134,444	\$120 - \$165	90.9%	N/A	N/A	\$128,333	\$120 - \$141	N/A
Letters & Sciences	\$140,556	\$98 - \$183	\$122,222	\$92 - \$298	115.0%	\$97,778	\$98	\$116,111	\$92 - \$298	84.2%
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	\$148,333	\$83 - \$214	\$120,000	\$70 - \$306	123.6%	\$136,111	\$83 - \$214	\$120,000	\$70 - \$306	113.4%
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	\$124,639	\$97 - \$153	\$160,722	\$156 - \$165	77.5%	\$96,500	\$97	\$160,722	\$156 - \$165	60.0%
School of Pharmacy	\$146,667	\$147	\$143,611	\$128 - \$159	102.1%	N/A	N/A	\$128,333	\$128	N/A
Medical School	\$152,889	\$145 - \$214	\$136,889	\$90 - \$293	111.7%	\$168,167	\$150 - \$214	\$154,000	\$90 - \$293	109.2%
College of Agricultural & Life Sciences	\$88,611	\$86 - \$92	\$75,000	\$70 - \$306	118.1%	\$88,611	\$86 - \$92	\$75,000	\$70 - \$306	118.1%

Table 12c. Total Startup Package* Offers, 2005-2008

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	\$48 - \$616	\$242,198	\$23 - \$1127	100.3%	\$281,628	\$200 - \$616	\$256,500	\$23 - \$1127	109.8%
College of Engineering	\$243,000	\$164 - \$616	\$300,000	\$95 - \$652	81.0%	\$300,000	\$200 - \$616	\$288,036	\$95 - \$652	104.2%
Letters & Sciences	\$253,500	\$48 - \$504	\$238,520	\$23 - \$1127	106.3%	\$276,000	\$204 - \$504	\$256,500	\$23 - \$1127	107.6%
College of Agricultural & Life Sciences	\$140,000	\$140	\$220,000	\$165 - \$260	63.6%	N/A	N/A	\$238,000	\$165 - \$260	N/A
Biological Sciences	\$245,000	\$27 - \$750	\$240,000	\$11 - \$766	102.1%	\$176,000	\$29 - \$484	\$240,000	\$60 - \$766	73.3%
Letters & Sciences	\$92,750	\$68 - \$129	N/A	N/A	N/A	\$92,750	\$68 - \$129	N/A	N/A	N/A
School of Veterinary Medicine	\$351,204	\$316 - \$386	\$165,000	\$150 - \$400	212.9%	\$351,204	\$316 - \$386	\$218,102	\$150 - \$400	161.0%
School of Pharmacy	\$543,000	\$100 - \$745	\$310,000	\$11 - \$745	175.2%	\$100,000	\$100	\$310,000	\$100 - \$660	32.3%
Medical School	\$355,000	\$90 - \$750	\$300,000	\$60 - \$730	118.3%	\$265,000	\$90 - \$468	\$275,000	\$60 - \$730	96.4%
College of Agricultural & Life Sciences	\$182,000	\$129 - \$700	\$237,000	\$133 - \$766	76.8%	\$179,000	\$129 - \$484	\$237,000	\$133 - \$766	75.5%
Division/School	Total Startup, Offers Made, Tenured Faculty				Women's Median as % of Men's	Total Startup, Offers Made, 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	\$195,000	\$52 - \$1479	\$248,600	\$3 - \$1306	78.4%	\$60,750	\$52 - \$70	\$261,900	\$3 - \$750	23.2%
College of Engineering	\$320,000	\$320	\$237,500	\$130 - \$750	134.7%	N/A	N/A	\$265,000	\$130 - \$750	N/A
Letters & Sciences	\$765,250	\$52 - \$1479	\$248,600	\$3 - \$1306	307.8%	\$51,500	\$52	\$255,250	\$3 - \$363	20.2%
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	\$312,000	\$0 - \$1000	\$232,918	\$69 - \$1993	134.0%	\$312,000	\$0 - \$478	\$240,836	\$69 - \$1993	129.5%
Letters & Sciences	\$232,750	\$154 - \$312	\$169,500	\$69 - \$451	137.3%	\$2,323,750	\$154 - \$312	\$169,500	\$69 - \$451	1370.9%
School of Veterinary Medicine	\$100,000	\$0 - \$200	\$250,000	\$225 - \$275	40.0%	N/A	N/A	\$250,000	\$225 - \$275	N/A
School of Pharmacy	\$1,000,000	\$1,000	\$1,475,000	\$1350 - \$1600	N/A	N/A	N/A	\$1,600,000	\$1,600	N/A
Medical School	\$380,000	\$102 - \$400	\$225,000	\$120 - \$450	168.9%	\$400,000	\$300 - \$400	\$230,000	\$120 - \$300	173.9%
College of Agricultural & Life Sciences	\$444,690	\$411 - \$478	\$220,504	\$195 - \$1193	201.7%	\$444,690	\$411 - \$478	\$240,836	\$195 - \$1193	184.6%

* Total Startup Package does not include Base Salary.

Table 13. New Hires, 2008

	2008-2009	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	36	33.3%
Physical Sciences	13	0.0%
Senior Hires		
Biological Sciences	12	33.3%
Physical Sciences	3	0.0%
Total Hires, Biological Sciences	48	33.3%
Total Hires, Physical Sciences	16	0.0%
Total Hires, Junior	49	24.5%
Total Hires, Senior	15	26.7%
TOTAL HIRES	64	25.0%

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

SOURCE: October 2008 IADS Frozen slice.