

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2009

Division/Department	Women	Men	% Women
Physical Sciences	64.00	389.35	14.1%
Biological Systems Engineering	1.00	13.25	7.0%
Soil Science	3.50	14.00	20.0%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	3.50	23.75	12.8%
Electrical & Computer Engineering	5.00	36.50	12.0%
Biomedical Engineering	4.00	6.10	39.6%
Industrial & Systems Engineering	4.50	11.00	29.0%
Mechanical Engineering	3.00	31.75	8.6%
Materials Science & Engineering	3.00	11.00	21.4%
Engineering Physics	1.25	20.50	5.7%
Engineering Professional Development	0.00	6.00	0.0%
Astronomy	4.75	8.00	37.3%
Chemistry	4.50	34.00	11.7%
Computer Sciences	6.00	31.00	16.2%
Geology & Geophysics	4.00	16.00	20.0%
Mathematics	2.25	44.00	4.9%
Atmospheric & Oceanic Sciences	2.00	12.00	14.3%
Physics	6.25	43.00	12.7%
Statistics	3.50	10.50	25.0%
Biological Sciences	202.81	569.25	26.3%
Agronomy	2.50	15.00	14.3%
Animal Science	2.00	14.60	12.0%
Bacteriology	7.00	12.00	36.8%
Biochemistry	7.50	26.00	22.4%
Dairy Science	1.00	12.40	7.5%
Entomology	3.00	11.00	21.4%
Food Science	1.00	12.00	7.7%
Genetics	3.50	11.67	23.1%
Horticulture	2.00	11.50	14.8%
Nutritional Sciences	5.00	6.50	43.5%
Plant Pathology	6.00	7.00	46.2%
Forest & Wildlife Ecology	2.50	18.50	11.9%
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	13.00	38.1%
Anatomy	5.00	12.50	28.6%
Anesthesiology	0.00	5.50	0.0%
Biostatistics & Medical Informatics	2.75	12.00	18.6%
Family Medicine	2.00	7.75	20.5%
Genetics	2.00	6.93	22.4%
Obstetrics & Gynecology	3.00	8.00	27.3%

Medical History & Bioethics	4.50	5.90	43.3%
Human Oncology	1.00	10.25	8.9%
Medicine	12.50	48.15	20.6%
Dermatology	0.00	7.00	0.0%
Medical Microbiology	5.20	8.00	39.4%
Medical Physics	2.00	14.95	11.8%
Neurology	3.00	10.00	23.1%
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	1.00	7.50	11.8%
Pathology & Laboratory Medicine	5.00	13.00	27.8%
Pediatrics	12.25	11.20	52.2%
Pharmacology	3.00	7.00	30.0%
Biomolecular Chemistry	2.80	7.75	26.5%
Physiology	5.00	12.00	29.4%
Population Health Sciences	9.30	13.00	41.7%
Psychiatry	6.51	10.10	39.2%
Radiology	1.50	15.95	8.6%
Surgery	1.00	18.00	5.3%
Urology	0.00	3.00	0.0%
School of Pharmacy	7.50	24.00	23.8%
Medical Sciences	4.00	8.00	33.3%
Pathobiological Sciences	2.00	17.00	10.5%
Comparative Biosciences	6.00	12.00	33.3%
Surgical Sciences	1.00	6.00	14.3%

Social Studies

234.70 339.72 40.9%

Agricultural & Applied Economics	3.00	18.90	13.7%
Life Sciences Communication	5.00	5.00	50.0%
Community & Environmental Sociology	5.00	7.00	41.7%
Natural Resources-Landscape Architecture	4.00	3.00	57.1%
Urban & Regional Planning	1.00	3.00	25.0%
School of Business	16.75	59.67	21.9%
Counseling Psychology	5.00	3.00	62.5%
Curriculum & Instruction	17.25	15.15	53.2%
Educational Leadership & Policy Analysis	4.00	12.00	25.0%
Educational Policy Studies	5.00	6.00	45.5%
Educational Psychology	7.00	11.00	38.9%
Rehabilitation Psychology & Special Education	6.00	6.00	50.0%
School of Human Ecology	22.00	11.00	66.7%
Law School	14.50	23.25	38.4%
Anthropology	8.00	11.00	42.1%
Afro-American Studies	5.50	2.25	71.0%
Communication Arts	9.00	12.00	42.9%
Economics	2.20	26.33	7.7%
Ethnic Studies	0.50	0.00	100.0%
Geography	4.00	12.00	25.0%
LaFollette School of Public Affairs	4.00	8.75	31.4%
School of Journalism & Mass Communication	6.00	8.50	41.4%
School of Library & Information Studies	7.00	1.50	82.4%

Political Science	9.00	24.75	26.7%
Psychology	17.00	14.00	54.8%
Social Work	10.50	4.00	72.4%
Sociology	15.00	23.92	38.5%
Urban & Regional Planning	0.00	4.75	0.0%
School of Nursing	19.50	0.00	100.0%
Professional Development & Applied Studies	2.00	2.00	50.0%
Humanities	155.25	194.23	44.4%
Art	9.00	19.00	32.1%
Dance	4.00	3.00	57.1%
African Languages & Literature	3.00	4.50	40.0%
Art History	9.00	4.75	65.5%
Classics	3.00	3.00	50.0%
Comparative Literature	1.00	2.25	30.8%
East Asian Languages & Literature	6.00	6.00	50.0%
English	24.20	19.30	55.6%
French & Italian	8.00	11.25	41.6%
German	6.50	8.35	43.8%
Hebrew & Semitic Studies	2.00	3.00	40.0%
History	17.00	26.00	39.5%
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	2.00	13.00	13.3%
Scandinavian Studies	4.00	2.00	66.7%
Slavic Languages	4.00	5.00	44.4%
Languages & Cultures of Asia	5.00	4.33	53.6%
Spanish & Portuguese	11.00	13.00	45.8%
Theatre & Drama	7.75	6.00	56.4%
Gender & Women's Studies	5.50	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	3.80	1.00	79.2%

SOURCE: October 2009 IADS Frozen slice

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

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Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2009

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	26.00	15.50	22.50	254.25	62.10	73.00	9.3%	20.0%	23.6%
Biological Systems Engineering	0.00	1.00	0.00	9.25	1.00	3.00	0.0%	50.0%	0.0%
Soil Science	0.00	3.50	0.00	10.00	1.00	3.00	0.0%	77.8%	0.0%
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	0.50	2.00	16.75	5.00	2.00	5.6%	9.1%	50.0%
Electrical & Computer Engineering	2.00	0.00	3.00	26.50	7.00	3.00	7.0%	0.0%	50.0%
Biomedical Engineering	0.00	1.00	3.00	3.50	0.60	2.00	0.0%	62.5%	60.0%
Industrial & Systems Engineering	3.50	0.00	1.00	4.00	5.00	2.00	46.7%	0.0%	33.3%
Mechanical Engineering	1.00	1.00	1.00	17.75	7.00	7.00	5.3%	12.5%	12.5%
Materials Science & Engineering	1.00	0.00	2.00	5.00	3.00	3.00	16.7%	0.0%	40.0%
Engineering Physics	1.25	0.00	0.00	15.50	3.00	2.00	7.5%	0.0%	0.0%
Engineering Professional Development	0.00	0.00	0.00	4.00	1.00	1.00	0.0%	0.0%	0.0%
Astronomy	2.75	0.00	2.00	5.00	0.00	3.00	35.5%	N/A	40.0%
Chemistry	1.50	2.00	1.00	23.00	2.00	9.00	6.1%	50.0%	10.0%
Computer Sciences	3.00	1.00	2.00	17.00	5.00	9.00	15.0%	16.7%	18.2%
Geology & Geophysics	3.00	1.00	0.00	10.00	3.00	3.00	23.1%	25.0%	0.0%
Mathematics	0.75	1.50	0.00	32.25	3.00	8.75	2.3%	33.3%	0.0%
Atmospheric & Oceanic Sciences	0.00	0.00	2.00	8.00	1.00	3.00	0.0%	0.0%	40.0%
Physics	3.25	1.00	2.00	29.00	9.00	5.00	10.1%	10.0%	28.6%
Statistics	1.00	2.00	0.50	7.75	0.50	2.25	11.4%	80.0%	18.2%
Biological Sciences	83.56	59.00	60.25	355.70	115.05	98.50	19.0%	33.9%	38.0%
Agronomy	0.50	1.00	1.00	9.00	2.00	4.00	5.3%	33.3%	20.0%
Animal Science	0.00	0.00	2.00	9.60	2.00	3.00	0.0%	0.0%	40.0%
Bacteriology	5.50	1.50	0.00	8.00	4.00	0.00	40.7%	27.3%	N/A
Biochemistry	6.00	0.50	1.00	20.00	3.00	3.00	23.1%	14.3%	25.0%
Dairy Science	1.00	0.00	0.00	8.40	3.00	1.00	10.6%	0.0%	0.0%
Entomology	1.00	2.00	0.00	8.00	2.00	1.00	11.1%	50.0%	0.0%
Food Science	0.00	1.00	0.00	10.00	1.00	1.00	0.0%	50.0%	0.0%
Genetics	0.50	1.00	2.00	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	3.00	1.00	2.00	5.00	0.00	2.00	37.5%	100.0%	50.0%
Forest & Wildlife Ecology	0.50	0.00	2.00	10.00	6.00	2.50	4.8%	0.0%	44.4%
Kinesiology	2.00	3.00	4.00	1.00	3.00	2.00	66.7%	50.0%	66.7%
Nelson Institute for Environmental Studies	1.50	1.00	1.00	4.25	0.00	2.00	26.1%	100.0%	33.3%
Botany	3.00	0.00	3.50	7.00	1.50	0.00	30.0%	0.0%	100.0%
Communicative Disorders	4.00	4.00	2.00	4.00	0.00	0.00	50.0%	100.0%	100.0%
Zoology	2.00	5.00	1.00	8.00	4.00	1.00	20.0%	55.6%	50.0%

Anatomy	3.00	2.00	0.00	9.50	2.00	1.00	24.0%	50.0%	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	1.50	0.00	4.75	2.00	5.25	20.8%	42.9%	0.0%
Family Medicine	1.00	1.00	0.00	3.10	1.65	3.00	24.4%	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	2.00	0.00	5.00	2.00	1.00	16.7%	50.0%	0.0%
Medical History & Bioethics	2.00	1.50	1.00	1.90	2.00	2.00	51.3%	42.9%	33.3%
Human Oncology	0.00	1.00	0.00	8.05	0.20	2.00	0.0%	83.3%	0.0%
Medicine	2.50	3.00	7.00	23.40	15.75	9.00	9.7%	16.0%	43.8%
Dermatology	0.00	0.00	0.00	4.00	3.00	0.00	0.0%	0.0%	N/A
Medical Microbiology	3.00	1.00	1.20	7.00	1.00	0.00	30.0%	50.0%	100.0%
Medical Physics	1.00	0.00	1.00	7.90	5.25	1.80	11.2%	0.0%	35.7%
Neurology	1.00	0.00	2.00	6.00	1.00	3.00	14.3%	0.0%	40.0%
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	1.00	0.00	12.1%	66.7%	100.0%
Ophthalmology & Visual Sciences	3.50	0.00	0.00	8.00	2.00	1.00	30.4%	0.0%	0.0%
Orthopedics & Rehabilitation	0.00	0.00	1.00	3.50	3.00	1.00	0.0%	0.0%	50.0%
Pathology & Laboratory Medicine	4.00	1.00	0.00	8.00	3.00	2.00	33.3%	25.0%	0.0%
Pediatrics	4.50	2.00	5.75	8.20	1.00	2.00	35.4%	66.7%	74.2%
Pharmacology	1.00	1.00	1.00	5.00	2.00	0.00	16.7%	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	9.00	1.00	2.00	30.8%	50.0%	0.0%
Population Health Sciences	4.30	2.00	3.00	6.00	2.50	4.50	41.7%	44.4%	40.0%
Psychiatry	1.51	3.00	2.00	4.70	0.00	5.40	24.3%	100.0%	27.0%
Radiology	0.50	1.00	0.00	8.95	3.20	3.80	5.3%	23.8%	0.0%
Surgery	0.00	0.00	1.00	13.00	2.00	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	3.00	14.00	4.00	6.00	15.2%	33.3%	33.3%
Medical Sciences	2.00	1.00	1.00	4.00	2.00	2.00	33.3%	33.3%	33.3%
Pathobiological Sciences	0.00	2.00	0.00	11.00	4.00	2.00	0.0%	33.3%	0.0%
Comparative Biosciences	3.00	1.00	2.00	6.00	3.00	3.00	33.3%	25.0%	40.0%
Surgical Sciences	0.00	1.00	0.00	4.00	2.00	0.00	0.0%	33.3%	N/A

Social Studies	109.70	37.00	88.00	217.72	62.50	59.50	33.5%	37.2%	59.7%
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Agricultural & Applied Economics	0.00	0.00	3.00	12.90	4.00	2.00	0.0%	0.0%	60.0%
Life Sciences Communication	2.00	3.00	0.00	2.00	1.00	2.00	50.0%	75.0%	0.0%
Community & Environmental Sociology	2.00	0.00	3.00	6.00	0.00	1.00	25.0%	N/A	75.0%
Natural Resources-Landscape Architecture	1.00	1.00	2.00	1.00	1.00	1.00	50.0%	50.0%	66.7%
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	5.00	8.00	34.67	15.00	10.00	9.8%	25.0%	44.4%
Counseling Psychology	2.00	0.00	3.00	3.00	0.00	0.00	40.0%	N/A	100.0%
Curriculum & Instruction	7.25	2.00	8.00	12.15	1.00	2.00	37.4%	66.7%	80.0%
Educational Leadership & Policy Analysis	4.00	0.00	0.00	8.00	2.00	2.00	33.3%	0.0%	0.0%
Educational Policy Studies	2.00	0.00	3.00	3.00	2.00	1.00	40.0%	0.0%	75.0%
Educational Psychology	4.00	1.00	2.00	9.00	1.00	1.00	30.8%	50.0%	66.7%

Rehabilitation Psychology & Special Education	2.00	1.00	3.00	2.00	2.00	2.00	50.0%	33.3%	60.0%
School of Human Ecology	13.00	3.00	6.00	7.00	1.00	3.00	65.0%	75.0%	66.7%
Law School	7.50	1.00	6.00	15.25	4.00	4.00	33.0%	20.0%	60.0%
Anthropology	6.00	1.00	1.00	5.00	6.00	0.00	54.5%	14.3%	100.0%
Afro-American Studies	2.50	1.00	2.00	2.25	0.00	0.00	52.6%	100.0%	100.0%
Communication Arts	4.00	3.00	2.00	7.00	3.00	2.00	36.4%	50.0%	50.0%
Economics	0.20	0.00	2.00	13.33	3.00	10.00	1.5%	0.0%	16.7%
Ethnic Studies	0.50	0.00	0.00	0.00	0.00	0.00	100.0%	N/A	N/A
Geography	1.00	0.00	3.00	9.00	2.00	1.00	10.0%	0.0%	75.0%
LaFollette School of Public Affairs	2.00	1.00	1.00	4.50	2.50	1.75	30.8%	28.6%	36.4%
School of Journalism & Mass Communication	3.00	0.00	3.00	8.50	0.00	0.00	26.1%	N/A	100.0%
School of Library & Information Studies	2.00	3.00	2.00	0.50	0.00	1.00	80.0%	100.0%	66.7%
Political Science	4.00	3.00	2.00	15.00	5.00	4.75	21.1%	37.5%	29.6%
Psychology	12.00	0.00	5.00	11.00	2.00	1.00	52.2%	0.0%	83.3%
Social Work	3.50	2.00	5.00	3.00	1.00	0.00	53.8%	66.7%	100.0%
Sociology	6.00	3.00	6.00	15.92	4.00	4.00	27.4%	42.9%	60.0%
Urban & Regional Planning	0.00	0.00	0.00	3.75	0.00	1.00	0.0%	N/A	0.0%
School of Nursing	10.50	3.00	6.00	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

91.25 39.50 24.50 129.23 37.00 28.00 41.4% 51.6% 46.7%

Art	5.00	3.00	1.00	10.00	5.00	4.00	33.3%	37.5%	20.0%
Dance	1.00	0.00	3.00	2.00	0.00	1.00	33.3%	N/A	75.0%
African Languages & Literature	2.00	1.00	0.00	2.50	0.00	2.00	44.4%	100.0%	0.0%
Art History	4.00	4.00	1.00	4.75	0.00	0.00	45.7%	100.0%	100.0%
Classics	3.00	0.00	0.00	1.00	1.00	1.00	75.0%	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	2.00	4.00	0.00	1.00	2.00	3.00	66.7%	66.7%	0.0%
English	15.20	6.00	3.00	13.30	4.00	2.00	53.3%	60.0%	60.0%
French & Italian	4.00	1.00	3.00	10.25	1.00	0.00	28.1%	50.0%	100.0%
German	4.50	2.00	0.00	6.35	2.00	0.00	41.5%	50.0%	N/A
Hebrew & Semitic Studies	2.00	0.00	0.00	1.00	0.00	2.00	66.7%	N/A	0.0%
History	11.00	3.00	3.00	18.00	5.00	3.00	37.9%	37.5%	50.0%
History of Science	1.00	1.00	0.00	1.50	3.00	0.00	40.0%	25.0%	N/A
Linguistics	3.00	0.00	0.00	2.00	0.00	1.00	60.0%	N/A	0.0%
School of Music	9.50	3.00	2.00	26.00	3.00	2.00	26.8%	50.0%	50.0%
Philosophy	2.00	0.00	0.00	11.00	1.00	1.00	15.4%	0.0%	0.0%
Scandinavian Studies	2.00	1.00	1.00	2.00	0.00	0.00	50.0%	100.0%	100.0%
Slavic Languages	2.00	1.00	1.00	3.00	2.00	0.00	40.0%	33.3%	100.0%
Languages & Cultures of Asia	3.00	1.00	1.00	3.33	1.00	0.00	47.4%	50.0%	100.0%
Spanish & Portuguese	5.00	4.00	2.00	6.00	3.00	4.00	45.5%	57.1%	33.3%
Theatre & Drama	4.75	3.00	0.00	3.00	2.00	1.00	61.3%	60.0%	0.0%
Gender & Women's Studies	0.50	1.50	3.50	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 2009 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, 2009

2005 - 2009

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	16	16	100.0%	69	60	87.0%
Biological Sciences	37	35	94.6%	75	70	93.3%
Social Studies	40	35	87.5%	53	52	98.1%
Humanities	42	41	97.6%	39	38	97.4%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2009

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	0.0%	20.0%	80.0%	75	1.3%	21.3%	77.3%
2003-07	20	70.0%	10.0%	20.0%	57	59.6%	8.8%	31.6%
2007-11	5	100.0%	0.0%	0.0%	34	91.2%	2.9%	5.9%

Biological Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	27	0.0%	40.7%	59.3%	103	0.0%	32.0%	68.0%
1991-95	26	0.0%	26.9%	73.1%	82	0.0%	24.4%	75.6%
1995-99	22	0.0%	22.7%	77.3%	47	0.0%	25.5%	74.5%
1999-03	44	6.8%	20.5%	72.7%	84	1.2%	26.2%	72.6%
2003-07	31	71.0%	3.2%	25.8%	58	55.2%	12.1%	32.8%
2007-11	15	100.0%	0.0%	0.0%	39	97.4%	0.0%	2.6%

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	0.0%	45.8%	54.2%	50	0.0%	42.0%	58.0%
1995-99	41	0.0%	58.5%	41.5%	54	0.0%	51.9%	48.1%
1999-03	52	5.8%	50.0%	44.2%	79	1.3%	35.4%	63.3%
2003-07	62	61.3%	17.7%	21.0%	47	53.2%	19.1%	27.7%
2007-11	23	91.3%	4.3%	4.3%	24	95.8%	4.2%	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	0.0%	12.8%	87.2%	43	2.3%	20.9%	76.7%
2003-07	26	61.5%	15.4%	23.1%	25	48.0%	8.0%	44.0%
2007-11	12	100.0%	0.0%	0.0%	8	87.5%	0.0%	12.5%

SOURCE: UW Madison Tenure file and IADS appointment information system, Dec 2009

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 between June 2003 and May 2007; 2007-11 cohort hired after May 15 2007.

Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2009

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	19.0	7.0	3.0	13.0	20.0	7.0	2.0	53.8%	95.0%	100.0%	150.0%
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	18.0	9.0	3.0	11.0	19.0	7.0	2.0	72.7%	94.7%	128.6%	150.0%
Humanities	11.0	19.0	8.0	3.0	16.0	20.0	8.0	3.0	68.8%	95.0%	100.0%	100.0%

SOURCE: October 2009 IADS Frozen slice

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

Table 5b. Attrition by Gender, 2008-2009

	FTEs			%		
	Retired	Resigned	2008 Total FTE	Retired	Resigned	Left UW
Total	68	46	2,153	3.2%	2.1%	5.3%
Women	11	14	642	1.7%	2.2%	3.9%
Men	57	32	1,511	3.8%	2.1%	5.9%
Physical Sciences						
Women	0	0	59	0.0%	0.0%	0.0%
Men	12	6	389	3.1%	1.5%	4.6%
Biological Sciences						
Women	2	5	196	1.0%	2.5%	3.6%
Men	20	10	575	3.5%	1.7%	5.2%
Social Studies						
Women	3	5	234	1.3%	2.1%	3.4%
Men	17	10	347	4.9%	2.9%	7.8%
Humanities						
Women	6	4	154	3.9%	2.6%	6.5%
Men	8	6	199	4.0%	3.0%	7.0%

SOURCE: IADS appointment system, Feb. 2009

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, 2009

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	26	256	9.2%	4	13	23.5%	15.4%	5.1%
Biological Sciences	85	367	18.8%	11	40	21.6%	12.9%	10.9%
Social Studies	82	177	31.7%	12	18	40.0%	14.6%	10.2%
Humanities	90	130	40.9%	9	13	40.9%	10.0%	10.0%
Total	283	930	23.3%	36	84	30.0%	12.7%	9.0%

SOURCE: IADS appointment system frozen slice, October 2009.

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. Only faculty in schools with departments are counted in the "Total Faculty" columns, because only those faculty can become chairs.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis and Jennifer Sheridan, WISELI.

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2009

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	28	280	9.1%	1	8	11.1%	3.6%	2.9%
Biological Sciences	73	329	18.2%	4	12	25.0%	5.5%	3.6%
Social Studies	104	219	32.2%	12	14	46.2%	11.5%	6.4%
Humanities	107	141	43.1%	3	3	50.0%	2.8%	2.1%
Total	312	969	24.4%	20	37	35.1%	6.4%	3.8%

SOURCE: IADS Frozen Appointment Data view, October 2009.

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 and Jennifer Sheridan, WISELI.

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2009

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	28	280	9.1%	0	0	N/A	0.0%	0.0%
Biological Sciences	73	329	18.2%	0	2	0.0%	0.0%	0.6%
Social Studies	104	219	32.2%	0	2	0.0%	0.0%	0.9%
Humanities	107	141	43.1%	1	1	50.0%	0.9%	0.7%
Total	312	969	24.4%	1	5	16.7%	0.3%	0.5%

SOURCE: IADS Frozen Appointment Data view, October 2009.

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 and Jennifer Sheridan, WISELI.

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2009

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	28	280	9.1%	2	8	20.0%	7.1%	2.9%
Biological Sciences	73	329	18.2%	1	9	10.0%	1.4%	2.7%
Social Studies	104	219	32.2%	9	15	37.5%	8.7%	6.8%
Humanities	107	141	43.1%	12	9	57.1%	11.2%	6.4%
Total	312	969	24.4%	24	41	36.9%	7.7%	4.2%

SOURCE: IADS appointment system frozen slice, October 2009.

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 and Jennifer Sheridan, WISELI.

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs
Chairs, 2009**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	10	28.6%
Hilldale Professors	3	9	25.0%
John Bascom Professors	1	3	25.0%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	19	34	35.8%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	7	0.0%
Other named professorships (incl. WARF)	51	233	18.0%
Holds two named professorships	7	36	16.3%
New named professorships	8	28	22.2%
Number holding named professorships	75	280	21.1%
Full Professors at UW-Madison	312	969	24.4%
Major Awards			
Vilas Associate Award	11	15	42.3%
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	3	6	33.3%
WARF Kellett Mid-Career Award	3	5	37.5%
Tenured Professors at UW-Madison	465	1250	27.1%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2009.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2009; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2009.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Influential Committees, 2009

	Women	Men	% Female
Faculty Senate			
Physical Sciences	7	38	15.6%
Biological Sciences	14	58	19.4%
Social Studies	19.5	35	35.8%
Arts & Humanities	16	23.5	40.5%
Senators (total)	56.5	154.5	26.8%
Physical Sciences	5.5	28.5	16.2%
Biological Sciences	19	52	26.8%
Social Studies	17.5	27	39.3%
Arts & Humanities	11.5	18.5	38.3%
Alternates (Total)	53.5	126	29.8%
Athletic Board	2	10	16.7%
Campus Planning Committee	3	9	25.0%
Divisional Executive Committees*			
Physical Sciences	2	10	16.7%
Bio. Sciences, Curriculum Planning	3	6	33.3%
Bio. Sciences, Strategic Planning	3	6	33.3%
Bio. Sciences, Tenure	4	8	33.3%
Social Studies	5	7	41.7%
Arts & Humanities	8	4	66.7%
Faculty Compensation and Economic Benefits Commission*	2	7	22.2%
Faculty Rights and Responsibilities Committee*	3	6	33.3%
Library Committee*	1	6	14.3%
University Committee*	3	3	50.0%
University Academic Planning Council	4	9	30.8%
Graduate School Academic Planning Council	2	6	25.0%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	2	3	40.0%
Social Studies	1	5	16.7%
Arts & Humanities	3	2	60.0%
Graduate School Research Committee			
Physical Sciences	2	9	18.2%
Biological Sciences	4	7	36.4%
Social Studies	4	6	40.0%
Arts & Humanities	8	3	72.7%
All Faculty	663	1512	30.5%
Physical Sciences	69	428	13.9%
Biological Sciences	179	524	25.5%
Social Studies	230	345	40.0%
Arts & Humanities	185	214	46.4%

SOURCE: 2009-2010 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2009. Totals from IADS appointment system frozen slice October 2009.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2009. 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), 2009

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$89,405	\$101,892	87.7%
Biological Systems Engineering	73,989	90,708	81.6%
Soil Science	90,000	79,560	113.1%
Chemical & Biological Engineering	101,530	107,076	94.8%
Civil & Environmental Engineering	85,000	114,094	74.5%
Electrical & Computer Engineering	94,366	111,199	84.9%
Biomedical Engineering	94,826	110,000	86.2%
Industrial Engineering	135,990	105,938	128.4%
Mechanical Engineering	97,986	103,315	94.8%
Materials Science & Engineering	90,853	103,825	87.5%
Engineering Physics	109,363	118,015	92.7%
Engineering Professional Development	N/A	103,084	N/A
Astronomy	89,405	89,389	100.0%
Chemistry	97,097	103,840	93.5%
Computer Sciences	99,340	110,000	90.3%
Geology & Geophysics	75,442	82,491	91.5%
Mathematics	88,695	95,571	92.8%
Atmospheric & Oceanic Sciences	67,270	90,011	74.7%
Physics	99,122	92,896	106.7%
Statistics	86,610	103,442	83.7%
Biological Sciences	\$85,715	\$93,827	91.4%
Agronomy	71,958	79,631	90.4%
Animal Science	71,933	87,293	82.4%
Bacteriology	99,125	92,665	107.0%
Biochemistry	97,016	120,085	80.8%
Dairy Science	94,385	84,748	111.4%
Entomology	72,346	89,408	80.9%
Food Science	72,012	88,006	81.8%
Genetics	69,980	124,729	56.1%
Horticulture	72,473	83,917	86.4%
Nutritional Sciences	86,265	99,346	86.8%
Plant Pathology	72,643	93,510	77.7%
Forest & Wildlife Ecology	68,000	87,010	78.2%
Kinesiology	65,423	68,993	94.8%
Nelson Institute for Environmental Studies	89,725	96,549	92.9%
Botany	65,590	97,830	67.0%
Communicative Disorders	82,157	88,566	92.8%
Zoology	75,402	84,590	89.1%
Anatomy	107,427	111,558	96.3%
Anesthesiology	N/A	98,652	N/A
Biostatistics & Medical Informatics	96,644	92,421	104.6%
Family Medicine	109,953	107,604	102.2%
Genetics	70,199	74,096	94.7%

Obstetrics & Gynecology	73,782	99,331	74.3%
Medical History & Bioethics	84,349	74,665	113.0%
Human Oncology	75,269	99,278	75.8%
Medicine	91,205	87,718	104.0%
Dermatology	N/A	99,551	N/A
Medical Microbiology	119,657	113,109	105.8%
Medical Physics	98,316	93,827	104.8%
Neurology	69,959	95,207	73.5%
Neurological Surgery	85,834	71,426	120.2%
Oncology	82,482	125,242	65.9%
Ophthalmology & Visual Sciences	107,468	116,833	92.0%
Orthopedics & Rehabilitation	74,373	80,444	92.5%
Pathology & Laboratory Medicine	99,879	93,674	106.6%
Pediatrics	96,105	114,062	84.3%
Pharmacology	84,476	117,570	71.9%
Biomolecular Chemistry	91,032	107,411	84.8%
Physiology	134,195	133,499	100.5%
Population Health Sciences	103,482	101,164	102.3%
Psychiatry	87,451	80,762	108.3%
Radiology	100,397	81,127	123.8%
Surgery	84,086	84,539	99.5%
Urology	N/A	130,909	N/A
School of Pharmacy	78,319	98,328	79.7%
Medical Sciences	96,324	88,803	108.5%
Pathobiological Sciences	98,817	110,851	89.1%
Comparative Biosciences	94,892	84,638	112.1%
Surgical Sciences	84,923	99,742	85.1%

Social Studies

\$83,882 \$103,492 81.1%

Agricultural & Applied Economics	81,709	113,266	72.1%
Life Sciences Communication	73,406	86,397	85.0%
Community & Environmental Sociology	80,000	79,380	100.8%
Natural Resources-Landscape Architecture	65,741	66,111	99.4%
Urban & Regional Planning	59,412	64,870	91.6%
School of Business	165,000	180,000	91.7%
Counseling Psychology	66,000	93,064	70.9%
Curriculum & Instruction	73,048	95,022	76.9%
Educational Leadership & Policy Analysis	82,628	103,000	80.2%
Educational Policy Studies	62,793	80,577	77.9%
Educational Psychology	76,128	99,137	76.8%
Rehabilitation Psychology & Special Education	63,576	70,686	89.9%
School of Human Ecology	82,159	83,568	98.3%
Law School	128,589	133,224	96.5%
Anthropology	76,141	69,347	109.8%
Afro-American Studies	83,882	110,779	75.7%
Communication Arts	73,747	83,570	88.2%
Economics	105,196	177,982	59.1%
Ethnic Studies	93,182	N/A	N/A
Geography	67,000	75,092	89.2%
LaFollette School of Public Affairs	114,383	121,033	94.5%
School of Journalism & Mass Communication	81,734	92,286	88.6%

School of Library & Information Studies	72,278	67,663	106.8%
Political Science	96,724	96,546	100.2%
Psychology	94,788	121,245	78.2%
Social Work	71,505	110,381	64.8%
Sociology	87,504	98,774	88.6%
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	\$76,961	\$79,152	97.2%
Art	69,593	68,041	102.3%
Dance	52,000	66,365	78.4%
African Languages & Literature	86,838	89,739	96.8%
Art History	81,476	81,626	99.8%
Classics	81,538	80,397	101.4%
Comparative Literature	89,248	62,425	143.0%
East Asian Languages & Literature	61,978	57,648	107.5%
English	87,614	96,929	90.4%
French & Italian	68,587	86,142	79.6%
German	74,974	81,000	92.6%
Hebrew & Semitic Studies	81,703	59,000	138.5%
History	86,343	95,000	90.9%
History of Science	73,310	82,633	88.7%
Linguistics	86,232	75,733	113.9%
School of Music	75,710	79,308	95.5%
Philosophy	85,721	83,241	103.0%
Scandinavian Studies	71,303	76,116	93.7%
Slavic Languages	78,028	87,254	89.4%
Languages & Cultures of Asia	80,152	81,732	98.1%
Spanish & Portuguese	62,215	64,102	97.1%
Theatre & Drama	73,076	67,710	107.9%
Gender & Women's Studies	60,602	N/A	N/A
Social Sciences	N/A	72,932	N/A
Liberal Studies & the Arts	73,611	75,717	97.2%

SOURCE: October 2009 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), 2009

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	\$117,363	\$86,610	\$84,479	\$115,845	\$92,948	\$80,000	101.3%	93.2%	105.6%
Biological Systems Engineering	N/A	73,989	N/A	92,666	72,299	69,545	N/A	102.3%	N/A
Soil Science	N/A	90,000	N/A	81,938	75,014	63,260	N/A	120.0%	N/A
Chemical & Biological Engineering	118,225	N/A	84,834	150,490	104,338	85,917	78.6%	N/A	98.7%
Civil & Environmental Engineering	116,500	101,467	84,740	119,550	90,832	83,665	97.4%	111.7%	101.3%
Electrical & Computer Engineering	120,811	N/A	88,661	118,419	100,863	89,000	102.0%	N/A	99.6%
Biomedical Engineering	N/A	97,768	93,651	136,300	97,969	97,833	N/A	99.8%	95.7%
Industrial Engineering	135,990	N/A	82,500	147,311	103,859	88,419	92.3%	N/A	93.3%
Mechanical Engineering	172,762	97,986	82,842	118,651	93,242	86,603	145.6%	105.1%	95.7%
Materials Science & Engineering	113,248	N/A	89,636	145,969	102,650	87,500	77.6%	N/A	102.4%
Engineering Physics	109,363	N/A	N/A	136,009	99,121	85,718	80.4%	N/A	N/A
Engineering Professional Development	N/A	N/A	N/A	112,832	81,551	85,909	N/A	N/A	N/A
Astronomy	94,738	N/A	76,527	107,550	N/A	77,622	88.1%	N/A	98.6%
Chemistry	97,097	90,126	72,000	120,000	91,976	71,338	80.9%	98.0%	100.9%
Computer Sciences	122,000	83,420	88,459	139,394	96,898	89,931	87.5%	86.1%	98.4%
Geology & Geophysics	78,065	72,818	N/A	93,184	76,312	68,550	83.8%	95.4%	N/A
Mathematics	102,421	82,337	N/A	101,892	98,980	76,000	100.5%	83.2%	N/A
Atmospheric & Oceanic Sciences	N/A	N/A	67,270	95,361	72,245	64,694	N/A	N/A	104.0%
Physics	127,398	88,719	71,688	103,888	79,629	71,713	122.6%	111.4%	100.0%
Statistics	160,049	84,305	65,590	105,654	77,382	75,574	151.5%	108.9%	86.8%
Biological Sciences	\$108,749	\$81,171	\$71,131	\$110,086	\$80,152	\$71,000	98.8%	101.3%	100.2%
Agronomy	N/A	71,930	71,985	80,712	79,266	63,916	N/A	90.7%	112.6%
Animal Science	N/A	N/A	71,933	92,540	77,416	63,163	N/A	N/A	113.9%
Bacteriology	99,125	70,923	N/A	103,656	77,045	N/A	95.6%	92.1%	N/A
Biochemistry	101,216	88,695	67,832	130,909	84,352	83,000	77.3%	105.1%	81.7%
Dairy Science	94,385	N/A	N/A	90,103	67,754	61,364	104.8%	N/A	N/A
Entomology	95,803	70,174	N/A	94,669	71,105	67,311	101.2%	98.7%	N/A
Food Science	N/A	72,012	N/A	93,668	74,343	65,455	N/A	96.9%	N/A
Genetics	N/A	74,718	68,067	124,729	74,096	N/A	N/A	100.8%	N/A
Horticulture	N/A	72,473	N/A	96,780	78,697	N/A	N/A	92.1%	N/A
Nutritional Sciences	96,711	71,604	N/A	106,933	78,226	75,668	90.4%	91.5%	N/A
Plant Pathology	80,009	67,293	63,568	94,610	N/A	56,723	84.6%	N/A	112.1%
Forest & Wildlife Ecology	81,798	N/A	67,500	103,237	71,460	65,000	79.2%	N/A	103.8%
Kinesiology	90,981	67,923	59,977	117,403	70,370	59,802	77.5%	96.5%	100.3%
Nelson Institute for Environmental Studies	93,753	89,725	65,538	96,774	N/A	67,877	96.9%	N/A	96.6%
Botany	103,543	N/A	55,394	100,085	85,793	N/A	103.5%	N/A	N/A
Communicative Disorders	112,649	76,378	63,796	88,566	N/A	N/A	127.2%	N/A	N/A

Zoology	94,653	70,540	62,840	100,214	69,678	59,508	94.5%	101.2%	105.6%
Anatomy	119,822	87,181	N/A	114,630	86,576	71,646	104.5%	100.7%	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	96,644	N/A	126,350	98,604	86,767	100.0%	98.0%	N/A
Family Medicine	123,954	95,951	N/A	123,747	108,400	70,299	100.2%	88.5%	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	71,226	N/A	107,541	83,450	63,312	122.9%	85.4%	N/A
Medical History & Bioethics	149,647	84,349	65,455	153,209	75,017	63,736	97.7%	112.4%	102.7%
Human Oncology	N/A	75,269	N/A	100,078	80,152	63,409	N/A	93.9%	N/A
Medicine	139,696	94,642	81,818	113,542	81,780	76,909	123.0%	115.7%	106.4%
Dermatology	N/A	N/A	N/A	125,065	87,244	N/A	N/A	N/A	N/A
Medical Microbiology	121,425	76,203	71,131	113,382	87,891	N/A	107.1%	86.7%	N/A
Medical Physics	114,541	N/A	82,091	96,080	93,849	85,909	119.2%	N/A	95.6%
Neurology	122,727	N/A	67,707	104,548	94,498	68,398	117.4%	N/A	99.0%
Neurological Surgery	102,552	N/A	69,117	98,391	48,392	70,194	104.2%	N/A	98.5%
Oncology	130,909	83,846	70,364	131,047	79,378	N/A	99.9%	105.6%	N/A
Ophthalmology & Visual Sciences	107,468	N/A	N/A	127,477	96,669	90,000	84.3%	N/A	N/A
Orthopedics & Rehabilitation	N/A	N/A	74,373	94,147	80,444	74,373	N/A	N/A	100.0%
Pathology & Laboratory Medicine	97,441	112,636	N/A	111,672	57,486	67,909	87.3%	195.9%	N/A
Pediatrics	119,657	91,872	81,818	128,340	67,170	87,472	93.2%	136.8%	93.5%
Pharmacology	118,180	84,476	73,182	124,051	85,503	N/A	95.3%	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	90,000	N/A	152,286	81,924	75,083	89.1%	109.9%	N/A
Population Health Sciences	110,254	94,765	75,860	128,129	90,307	78,918	86.0%	104.9%	96.1%
Psychiatry	140,068	87,330	80,544	165,979	N/A	66,628	84.4%	N/A	120.9%
Radiology	85,347	100,397	N/A	90,864	67,581	65,268	93.9%	148.6%	N/A
Surgery	N/A	N/A	84,086	93,472	54,315	38,796	N/A	N/A	216.7%
Urology	N/A	N/A	N/A	130,909	N/A	N/A	N/A	N/A	N/A
School of Pharmacy	100,161	93,489	74,000	115,446	84,782	73,295	86.8%	110.3%	101.0%
Medical Sciences	116,062	78,424	73,636	116,785	80,120	73,327	99.4%	97.9%	100.4%
Pathobiological Sciences	N/A	98,817	N/A	115,912	81,055	78,266	N/A	121.9%	N/A
Comparative Biosciences	107,701	76,468	85,000	106,522	77,695	80,000	101.1%	98.4%	106.3%
Surgical Sciences	N/A	84,923	N/A	116,023	78,879	N/A	N/A	107.7%	N/A

Social Studies	\$100,051	\$74,753	\$66,583	\$117,000	\$88,944	\$75,000	85.5%	84.0%	88.8%
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Agricultural & Applied Economics	N/A	N/A	81,709	117,614	92,379	80,438	N/A	N/A	101.6%
Life Sciences Communication	89,385	73,087	N/A	111,792	N/A	64,471	80.0%	N/A	N/A
Community & Environmental Sociology	103,718	N/A	67,728	80,017	N/A	65,799	129.6%	N/A	102.9%
Natural Resources-Landscape Architecture	102,741	71,824	59,532	79,847	66,111	65,941	128.7%	108.6%	90.3%
Urban & Regional Planning	N/A	N/A	59,412	99,833	N/A	63,079	N/A	N/A	94.2%
School of Business	221,556	173,670	131,431	191,899	159,457	132,000	115.5%	108.9%	99.6%
Counseling Psychology	86,320	N/A	60,000	93,064	N/A	N/A	92.8%	N/A	N/A
Curriculum & Instruction	93,072	75,123	60,454	96,318	70,707	61,787	96.6%	106.2%	97.8%
Educational Leadership & Policy Analysis	82,628	N/A	N/A	114,972	85,451	62,722	71.9%	N/A	N/A
Educational Policy Studies	92,642	N/A	59,576	89,394	73,646	60,000	103.6%	N/A	99.3%

Educational Psychology	93,846	67,052	58,128	100,815	N/A	58,879	93.1%	N/A	98.7%
Rehabilitation Psychology & Special Education	96,875	66,958	60,000	100,346	70,686	59,701	96.5%	94.7%	100.5%
School of Human Ecology	94,302	85,140	57,995	87,791	71,000	80,000	107.4%	119.9%	72.5%
Law School	144,662	128,589	102,989	148,070	126,343	103,000	97.7%	101.8%	100.0%
Anthropology	77,448	67,777	62,811	92,626	66,207	N/A	83.6%	102.4%	N/A
Afro-American Studies	116,040	65,787	73,383	110,779	N/A	N/A	104.7%	N/A	N/A
Communication Arts	86,013	72,000	64,815	91,064	68,801	60,670	94.5%	104.6%	106.8%
Economics	133,283	N/A	103,463	201,123	190,000	101,729	66.3%	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	66,000	80,505	69,231	68,000	110.2%	N/A	97.1%
LaFollette School of Public Affairs	166,420	100,000	95,880	129,015	121,033	100,000	129.0%	82.6%	95.9%
School of Journalism & Mass Communication	118,249	N/A	62,695	92,286	N/A	N/A	128.1%	N/A	N/A
School of Library & Information Studies	93,437	72,278	66,349	103,889	N/A	67,663	89.9%	N/A	98.1%
Political Science	112,745	98,000	70,293	112,564	84,000	68,564	100.2%	116.7%	102.5%
Psychology	103,605	N/A	72,000	130,000	77,123	66,789	79.7%	N/A	107.8%
Social Work	92,600	74,586	66,467	111,052	83,000	N/A	83.4%	89.9%	N/A
Sociology	138,468	87,504	69,688	138,384	79,559	73,766	100.1%	110.0%	94.5%
Urban & Regional Planning	N/A	N/A	N/A	79,977	N/A	70,631	N/A	N/A	N/A
School of Nursing	109,997	75,506	69,442	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

\$83,414 \$63,796 \$56,331 \$86,781 \$65,393 \$54,793 96.1% 97.6% 102.8%

Art	70,542	66,686	61,140	74,469	66,327	54,666	94.7%	100.5%	111.8%
Dance	75,406	N/A	52,000	70,143	N/A	53,000	107.5%	N/A	98.1%
African Languages & Literature	100,940	67,073	N/A	107,014	N/A	53,451	94.3%	N/A	N/A
Art History	83,670	66,751	77,258	81,626	N/A	N/A	102.5%	N/A	N/A
Classics	81,538	N/A	N/A	91,362	80,397	52,657	89.2%	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	87,859	58,090	N/A	109,518	74,462	52,423	80.2%	78.0%	N/A
English	95,506	79,664	53,720	113,388	66,256	52,592	84.2%	120.2%	102.1%
French & Italian	82,237	63,659	56,500	87,801	59,671	N/A	93.7%	106.7%	N/A
German	78,244	64,255	N/A	83,733	69,025	N/A	93.4%	93.1%	N/A
Hebrew & Semitic Studies	81,703	N/A	N/A	106,205	N/A	57,000	76.9%	N/A	N/A
History	88,721	84,706	55,196	103,437	80,731	75,000	85.8%	104.9%	73.6%
History of Science	82,633	63,987	N/A	94,741	66,667	N/A	87.2%	96.0%	N/A
Linguistics	86,232	N/A	N/A	109,867	N/A	54,759	78.5%	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	N/A	86,948	69,545	70,000	98.6%	N/A	N/A
Scandinavian Studies	89,045	56,752	56,812	76,116	N/A	N/A	117.0%	N/A	N/A
Slavic Languages	110,970	69,000	55,000	93,816	60,847	N/A	118.3%	113.4%	N/A
Languages & Cultures of Asia	82,038	78,000	54,844	81,732	65,260	N/A	100.4%	119.5%	N/A
Spanish & Portuguese	80,492	57,319	52,941	78,269	63,800	54,769	102.8%	89.8%	96.7%
Theatre & Drama	77,891	62,535	N/A	71,085	64,626	59,706	109.6%	96.8%	N/A
Gender & Women's Studies	N/A	60,602	57,228	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 2009 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, 2006-2009

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	24	82	22.6%	14	58.3%	60	73.2%
College of Engineering*	14	26	35.0%	7	50.0%	21	80.8%
Letters & Sciences	9	49	15.5%	7	77.8%	35	71.4%
College of Agricultural & Life Sciences	1	7	12.5%	0	0.0%	4	57.1%
Biological Sciences	45	92	32.8%	32	71.1%	76	82.6%
Letters & Sciences	2	1	66.7%	2	100.0%	1	N/A
School of Veterinary Medicine	4	9	30.8%	3	75.0%	6	66.7%
School of Pharmacy	6	8	42.9%	3	50.0%	6	75.0%
Medical School*	22	50	30.6%	17	77.3%	42	84.0%
College of Agricultural & Life Sciences	11	24	31.4%	7	63.6%	21	87.5%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	4	16	20.0%	2	50.0%	13	81.3%
College of Engineering	1	6	14.3%	0	0.0%	5	83.3%
Letters & Sciences	2	10	16.7%	1	50.0%	8	80.0%
College of Agricultural & Life Sciences	1	0	100.0%	1	100.0%	N/A	N/A
Biological Sciences	11	18	37.9%	8	72.7%	13	72.2%
Letters & Sciences	1	2	33.3%	1	100.0%	2	100.0%
School of Veterinary Medicine	1	2	33.3%	1	100.0%	2	100.0%
School of Pharmacy	1	1	50.0%	0	0.0%	1	100.0%
Medical School	7	11	38.9%	5	71.4%	7	63.6%
College of Agricultural & Life Sciences	1	2	33.3%	1	100.0%	1	50.0%

* One or two offer decisions are pending.

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2006-2009

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	\$99,000	\$75 - \$113	\$96,556	\$72 - \$156	102.5%	\$97,778	\$86 - \$109	\$97,778	\$72 - \$156	100.0%
College of Engineering	\$101,750	\$98 - \$109	\$106,333	\$98 - \$156	95.7%	\$100,833	\$98 - \$109	\$105,722	\$98 - \$156	95.4%
Letters & Sciences	\$90,444	\$86 - \$113	\$91,667	\$73 - \$118	98.7%	\$88,000	\$86 - \$108	\$91,667	\$73 - \$118	96.0%
College of Agricultural & Life Sciences	\$74,500	\$75	\$79,444	\$72 - \$155	107.1%	N/A	N/A	\$82,222	\$72 - \$155	N/A
Biological Sciences	\$83,111	\$55 - \$130	\$85,278	\$43 - \$400	97.5%	\$81,889	\$55 - \$130	\$84,500	\$43 - \$150	96.9%
Letters & Sciences	\$77,000	\$76 - \$78	\$91,667	\$92	84.0%	\$77,000	\$76 - \$78	\$91,667	\$92	84.0%
School of Veterinary Medicine	\$94,889	\$87 - \$110	\$100,833	\$92 - \$150	94.1%	\$97,778	\$87 - \$110	\$100,833	\$94 - \$150	97.0%
School of Pharmacy	\$87,000	\$82 - \$90	\$84,944	\$82 - \$90	102.4%	\$87,000	\$82 - \$90	\$84,778	\$82 - \$90	102.6%
Medical School	\$85,000	\$55 - \$130	\$84,000	\$43 - \$400	101.2%	\$84,500	\$55 - \$130	\$84,000	\$43 - \$150	100.6%
College of Agricultural & Life Sciences	\$81,889	\$71 - \$105	\$80,500	\$68 - \$112	101.7%	\$81,889	\$71 - \$83	\$80,000	\$68 - \$112	102.4%
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	\$137,500	\$92 - \$298	84.4%	\$103,889	\$98 - \$110	\$128,333	\$92 - \$298	81.0%
College of Engineering	\$122,222	\$122	\$140,556	\$120 - \$165	87.0%	N/A	N/A	\$140,556	\$120 - \$165	N/A
Letters & Sciences	\$140,556	\$98 - \$183	\$130,167	\$92 - \$298	108.0%	\$97,778	\$98	\$124,056	\$92 - \$298	78.8%
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	\$152,778	\$83 - \$250	\$136,889	\$90 - \$310	111.6%	\$152,778	\$83 - \$250	\$156,444	\$90 - \$310	97.7%
Letters & Sciences	\$152,778	\$153	\$110,000	\$104 - \$116	138.9%	\$152,778	\$153	\$110,000	\$104 - \$116	138.9%
School of Veterinary Medicine	\$152,778	\$153	\$160,722	\$156 - \$165	95.1%	\$152,778	\$153	\$160,722	\$156 - \$165	95.1%
School of Pharmacy	\$146,667	\$147	\$128,333	\$128	114.3%	N/A	N/A	\$128,333	\$128	N/A
Medical School	\$152,889	\$125 - \$250	\$125,944	\$90 - \$310	121.4%	\$168,167	\$125 - \$250	\$171,111	\$90 - \$310	98.3%
College of Agricultural & Life Sciences	\$85,556	\$86	\$256,925	\$208 - \$306	33.3%	\$85,556	\$86	\$305,556	\$306	28.0%

Table 12c. Total Startup Package* Offers, 2006-2009

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	\$237,000	\$48 - \$854	\$250,800	\$41 - \$1127	94.5%	\$264,750	\$196 - \$854	\$263,303	\$46 - \$1127	100.5%
College of Engineering	\$270,000	\$164 - \$616	\$298,500	\$128 - \$652	90.5%	\$297,000	\$200 - \$616	\$297,000	\$128 - \$652	100.0%
Letters & Sciences	\$204,949	\$48 - \$854	\$238,520	\$41 - \$1127	85.9%	\$253,500	\$196 - \$854	\$256,500	\$46 - \$1127	98.8%
College of Agricultural & Life Sciences	\$140,000	\$140	\$211,000	\$63 - \$260	66.4%	N/A	N/A	\$201,500	\$63 - \$260	N/A
Biological Sciences	\$230,000	\$10 - \$810	\$325,000	\$11 - \$940	70.8%	\$187,000	\$29 - \$810	\$325,000	\$50 - \$940	57.5%
Letters & Sciences	\$87,250	\$68 - \$107	\$432,173	\$432	20.2%	\$87,250	\$68 - \$107	\$432,173	\$432	20.2%
School of Veterinary Medicine	\$386,204	\$316 - \$422	\$303,602	\$150 - \$405	127.2%	\$386,204	\$316 - \$422	\$336,000	\$150 - \$405	114.9%
School of Pharmacy	\$543,000	\$10 - \$810	\$620,000	\$11 - \$745	87.6%	\$455,000	\$100 - \$810	\$620,000	\$100 - \$710	73.4%
Medical School	\$340,000	\$90 - \$750	\$375,000	\$50 - \$730	90.7%	\$245,000	\$90 - \$468	\$350,000	\$50 - \$730	70.0%
College of Agricultural & Life Sciences	\$192,000	\$101 - \$700	\$237,000	\$133 - \$940	81.0%	\$182,000	\$101 - \$484	\$237,000	\$133 - \$940	76.8%
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	\$263,450	\$3 - \$1883	74.0%	\$60,750	\$52 - \$70	\$261,900	\$3 - \$750	23.2%
College of Engineering	\$320,000	\$320	\$323,000	\$130 - \$750	99.1%	N/A	N/A	\$381,000	\$130 - \$750	N/A
Letters & Sciences	\$765,250	\$52 - \$1479	\$255,250	\$3 - \$1883	299.8%	\$51,500	\$52	\$172,050	\$3 - \$363	29.9%
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	\$346,000	\$43 - \$1000	\$275,000	\$35 - \$1993	125.8%	\$312,000	\$43 - \$411	\$287,500	\$35 - \$1993	108.5%
Letters & Sciences	\$312,000	\$312	\$310,000	\$170 - \$451	100.6%	\$312,000	\$312	\$310,000	\$170 - \$451	100.6%
School of Veterinary Medicine	\$225,000	\$225	\$250,000	\$225 - \$275	90.0%	\$225,000	\$225	\$250,000	\$225 - \$275	90.0%
School of Pharmacy	\$1,000,000	\$1,000	\$1,600,000	\$1,600	62.5%	N/A	N/A	\$1,600,000	\$1,600	N/A
Medical School	\$380,000	\$102 - \$400	\$225,000	\$35 - \$450	168.9%	\$400,000	\$300 - \$400	\$210,000	\$35 - \$300	190.5%
College of Agricultural & Life Sciences	\$411,000	\$411	\$1,993,000	\$1,993	20.6%	\$411,000	\$411	\$1,993,000	\$1,993	20.6%

* Total Startup Package does not include Base Salary.

Table 13. New Hires, 2009

	2009-2010	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	25	36.0%
Physical Sciences	20	35.0%
Senior Hires		
Biological Sciences	5	80.0%
Physical Sciences	2	0.0%
Total Hires, Biological Sciences	30	43.3%
Total Hires, Physical Sciences	22	31.8%
Total Hires, Junior	45	35.6%
Total Hires, Senior	7	57.1%
TOTAL HIRES	52	38.5%

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

SOURCE: October 2009 IADS Frozen slice.