

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2010

Division/Department	Women	Men	% Women
Physical Sciences	65.00	385.20	14.4%
Biological Systems Engineering	2.00	13.25	13.1%
Soil Science	3.50	13.55	20.5%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	3.50	21.75	13.9%
Electrical & Computer Engineering	5.00	33.50	13.0%
Biomedical Engineering	5.00	6.90	42.0%
Industrial & Systems Engineering	4.50	12.00	27.3%
Mechanical Engineering	3.00	30.75	8.9%
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	3.75	8.00	31.9%
Chemistry	4.50	34.00	11.7%
Computer Sciences	6.00	31.00	16.2%
Geoscience	4.00	17.00	19.0%
Mathematics	2.25	42.00	5.1%
Atmospheric & Oceanic Sciences	2.00	12.00	14.3%
Physics	6.25	43.00	12.7%
Statistics	3.50	12.00	22.6%
Biological Sciences	201.05	560.75	26.4%
Agronomy	2.50	15.00	14.3%
Animal Science	2.00	14.60	12.0%
Bacteriology	6.00	12.00	33.3%
Biochemistry	6.50	26.00	20.0%
Dairy Science	1.00	10.40	8.8%
Entomology	3.00	9.00	25.0%
Food Science	1.00	9.00	10.0%
Genetics	3.50	11.67	23.1%
Horticulture	3.00	10.50	22.2%
Nutritional Sciences	5.00	6.50	43.5%
Plant Pathology	6.00	7.00	46.2%
Forest & Wildlife Ecology	2.50	17.50	12.5%
Kinesiology	8.00	7.00	53.3%
Nelson Institute for Environmental Studies	3.50	5.75	37.8%
Botany	6.50	8.50	43.3%
Communicative Disorders	10.00	4.00	71.4%
Zoology	7.00	14.00	33.3%
Anatomy	5.00	11.00	31.3%
Anesthesiology	0.00	6.50	0.0%
Biostatistics & Medical Informatics	2.75	13.00	17.5%
Family Medicine	2.00	5.55	26.5%
Genetics	2.00	6.93	22.4%
Obstetrics & Gynecology	4.00	8.00	33.3%

Medical History & Bioethics	3.50	5.90	37.2%
Human Oncology	1.00	9.25	9.8%
Medicine	15.50	47.15	24.7%
Dermatology	0.00	7.00	0.0%
Medical Microbiology	5.20	8.00	39.4%
Medical Physics	2.00	16.95	10.6%
Neurology	3.00	8.50	26.1%
Neurological Surgery	2.00	7.00	22.2%
Oncology	6.50	11.90	35.3%
Ophthalmology & Visual Sciences	4.50	12.00	27.3%
Orthopedics & Rehabilitation	1.00	8.50	10.5%
Pathology & Laboratory Medicine	5.00	14.00	26.3%
Pediatrics	10.50	11.20	48.4%
Pharmacology	3.00	7.00	30.0%
Biomolecular Chemistry	2.80	7.75	26.5%
Physiology	5.00	14.00	26.3%
Population Health Sciences	9.30	11.00	45.8%
Psychiatry	5.00	10.10	33.1%
Radiology	1.00	16.15	5.8%
Surgery	2.00	19.00	9.5%
Urology	0.00	5.00	0.0%
School of Pharmacy	7.50	25.00	23.1%
Medical Sciences	4.00	7.00	36.4%
Pathobiological Sciences	2.00	17.00	10.5%
Comparative Biosciences	6.00	11.00	35.3%
Surgical Sciences	1.00	4.00	20.0%

Social Studies

241.70 341.22 41.5%

Agricultural & Applied Economics	3.00	16.90	15.1%
Life Sciences Communication	5.00	4.00	55.6%
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	15.75	60.67	20.6%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	16.25	13.15	55.3%
Educational Leadership & Policy Analysis	5.00	12.00	29.4%
Educational Policy Studies	5.00	6.00	45.5%
Educational Psychology	7.00	12.00	36.8%
Rehabilitation Psychology & Special Education	6.00	6.00	50.0%
School of Human Ecology	25.00	13.00	65.8%
Law School	15.50	21.25	42.2%
Anthropology	10.00	10.00	50.0%
Afro-American Studies	6.50	2.25	74.3%
Communication Arts	11.00	11.00	50.0%
Economics	4.20	28.33	12.9%
Ethnic Studies	0.50	0.00	100.0%
Geography	4.00	12.00	25.0%
LaFollette School of Public Affairs	4.00	9.25	30.2%
School of Journalism & Mass Communication	6.00	9.50	38.7%
School of Library & Information Studies	6.00	2.50	70.6%

Political Science	8.00	23.75	25.2%
Psychology	17.00	15.00	53.1%
Social Work	10.50	5.00	67.7%
Sociology	14.00	23.92	36.9%
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	161.25	196.23	45.1%
Art	9.00	18.00	33.3%
Dance	4.00	3.00	57.1%
African Languages & Literature	2.00	4.50	30.8%
Art History	10.00	4.75	67.8%
Classics	2.00	5.00	28.6%
Comparative Literature	1.00	2.25	30.8%
East Asian Languages & Literature	7.00	6.00	53.8%
English	27.20	21.30	56.1%
French & Italian	9.00	11.25	44.4%
German	5.50	8.35	39.7%
Hebrew & Semitic Studies	1.00	4.00	20.0%
History	18.00	26.00	40.9%
History of Science	2.00	4.50	30.8%
Linguistics	3.00	2.00	60.0%
School of Music	14.50	31.00	31.9%
Philosophy	3.00	13.00	18.8%
Scandinavian Studies	4.00	2.00	66.7%
Slavic Languages	4.00	5.00	44.4%
Languages & Cultures of Asia	6.00	4.33	58.1%
Spanish & Portuguese	10.00	14.00	41.7%
Theatre & Drama	7.75	5.00	60.8%
Gender & Women's Studies	7.50	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	3.80	0.00	100.0%

SOURCE: October 2010 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, 2010

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	30.00	17.50	17.50	254.30	65.90	65.00	10.6%	21.0%	21.2%
Biological Systems Engineering	0.00	1.00	1.00	9.25	1.00	3.00	0.0%	50.0%	25.0%
Soil Science	0.00	3.50	0.00	9.55	2.00	2.00	0.0%	63.6%	0.0%
Chemical & Biological Engineering	1.00	0.00	1.00	11.00	5.00	1.00	8.3%	0.0%	50.0%
Civil & Environmental Engineering	1.00	0.50	2.00	16.75	3.00	2.00	5.6%	14.3%	50.0%
Electrical & Computer Engineering	2.00	2.00	1.00	24.50	6.00	3.00	7.5%	25.0%	25.0%
Biomedical Engineering	0.00	3.00	2.00	3.50	3.40	0.00	0.0%	46.9%	100.0%
Industrial & Systems Engineering	3.50	0.00	1.00	4.00	6.00	2.00	46.7%	0.0%	33.3%
Mechanical Engineering	2.00	1.00	0.00	16.75	7.00	7.00	10.7%	12.5%	0.0%
Materials Science & Engineering	1.00	2.00	0.00	5.00	4.00	2.00	16.7%	33.3%	0.0%
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	1.75	0.00	2.00	5.00	0.00	3.00	25.9%	N/A	40.0%
Chemistry	2.50	1.00	1.00	25.00	2.00	7.00	9.1%	33.3%	12.5%
Computer Sciences	3.00	1.00	2.00	18.00	4.00	9.00	14.3%	20.0%	18.2%
Geoscience	4.00	0.00	0.00	12.00	2.00	3.00	25.0%	0.0%	0.0%
Mathematics	1.75	0.50	0.00	27.25	5.00	9.75	6.0%	9.1%	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	31.00	9.00	3.00	9.5%	10.0%	40.0%
Statistics	2.00	1.00	0.50	8.25	1.50	2.25	19.5%	40.0%	18.2%
Biological Sciences	86.55	58.00	56.50	345.35	119.60	95.80	20.0%	32.7%	37.1%
Agronomy	0.50	1.00	1.00	8.00	4.00	3.00	5.9%	20.0%	25.0%
Animal Science	0.00	0.00	2.00	9.60	2.00	3.00	0.0%	0.0%	40.0%
Bacteriology	4.50	1.50	0.00	8.00	4.00	0.00	36.0%	27.3%	N/A
Biochemistry	6.00	0.50	0.00	22.00	1.00	3.00	21.4%	33.3%	0.0%
Dairy Science	1.00	0.00	0.00	6.40	3.00	1.00	13.5%	0.0%	0.0%
Entomology	1.00	2.00	0.00	6.00	2.00	1.00	14.3%	50.0%	0.0%
Food Science	1.00	0.00	0.00	7.00	1.00	1.00	12.5%	0.0%	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	1.00	6.50	3.00	1.00	0.0%	40.0%	50.0%
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	5.00	2.50	4.8%	0.0%	44.4%
Kinesiology	3.00	4.00	1.00	1.00	3.00	3.00	75.0%	57.1%	25.0%
Nelson Institute for Environmental Studies	1.50	1.00	1.00	4.25	0.00	1.50	26.1%	100.0%	40.0%
Botany	3.00	2.00	1.50	8.00	0.50	0.00	27.3%	80.0%	100.0%
Communicative Disorders	4.00	3.00	3.00	4.00	0.00	0.00	50.0%	100.0%	100.0%
Zoology	2.00	4.00	1.00	7.00	4.00	3.00	22.2%	50.0%	25.0%
Anatomy	3.00	2.00	0.00	8.00	2.00	1.00	27.3%	50.0%	0.0%
Anesthesiology	0.00	0.00	0.00	4.50	2.00	0.00	0.0%	0.0%	N/A
Biostatistics & Medical Informatics	1.25	1.50	0.00	6.75	1.00	5.25	15.6%	60.0%	0.0%
Family Medicine	1.00	1.00	0.00	1.75	2.00	1.80	36.4%	33.3%	0.0%

Genetics	0.00	1.00	1.00	2.43	1.50	3.00	0.0%	40.0%	25.0%
Obstetrics & Gynecology	1.00	2.00	1.00	5.00	3.00	0.00	16.7%	40.0%	100.0%
Medical History & Bioethics	2.00	0.50	1.00	1.90	2.00	2.00	51.3%	20.0%	33.3%
Human Oncology	0.00	1.00	0.00	7.05	0.20	2.00	0.0%	83.3%	0.0%
Medicine	2.50	1.00	12.00	21.40	17.75	8.00	10.5%	5.3%	60.0%
Dermatology	0.00	0.00	0.00	5.00	2.00	0.00	0.0%	0.0%	N/A
Medical Microbiology	3.00	2.20	0.00	7.00	1.00	0.00	30.0%	68.8%	N/A
Medical Physics	1.00	0.00	1.00	7.90	6.05	3.00	11.2%	0.0%	25.0%
Neurology	1.00	0.00	2.00	5.50	0.00	3.00	15.4%	N/A	40.0%
Neurological Surgery	1.00	0.00	1.00	2.00	2.00	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	1.00	8.00	3.00	1.00	30.4%	0.0%	50.0%
Orthopedics & Rehabilitation	0.00	0.00	1.00	3.50	4.00	1.00	0.0%	0.0%	50.0%
Pathology & Laboratory Medicine	4.00	1.00	0.00	9.00	5.00	0.00	30.8%	16.7%	N/A
Pediatrics	4.50	2.00	4.00	8.20	1.00	2.00	35.4%	66.7%	66.7%
Pharmacology	1.00	1.00	1.00	5.00	2.00	0.00	16.7%	33.3%	100.0%
Biomolecular Chemistry	2.00	0.80	0.00	4.50	2.00	1.25	30.8%	28.6%	0.0%
Physiology	4.00	1.00	0.00	10.00	1.00	3.00	28.6%	50.0%	0.0%
Population Health Sciences	4.30	2.00	3.00	5.00	1.50	4.50	46.2%	57.1%	40.0%
Psychiatry	2.00	2.00	1.00	4.70	1.40	4.00	29.9%	58.8%	20.0%
Radiology	0.00	1.00	0.00	8.95	4.20	3.00	0.0%	19.2%	0.0%
Surgery	0.00	2.00	0.00	12.00	2.00	5.00	0.0%	50.0%	0.0%
Urology	0.00	0.00	0.00	3.00	0.00	2.00	0.0%	N/A	0.0%
School of Pharmacy	2.50	2.00	3.00	14.00	5.00	6.00	15.2%	28.6%	33.3%
Medical Sciences	2.00	1.00	1.00	4.00	2.00	1.00	33.3%	33.3%	50.0%
Pathobiological Sciences	0.00	2.00	0.00	12.00	4.00	1.00	0.0%	33.3%	0.0%
Comparative Biosciences	3.00	1.00	2.00	5.00	3.00	3.00	37.5%	25.0%	40.0%
Surgical Sciences	1.00	0.00	0.00	3.00	1.00	0.00	25.0%	0.0%	N/A

Social Studies

115.70 38.00 87.00 214.72 61.50 65.00 35.0% 38.2% 57.2%

Agricultural & Applied Economics	0.00	0.00	3.00	11.90	4.00	1.00	0.0%	0.0%	75.0%
Life Sciences Communication	2.00	3.00	0.00	2.00	1.00	1.00	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	2.00	1.00	1.00	1.00	1.00	50.0%	66.7%	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	4.75	4.00	7.00	34.67	17.00	9.00	12.0%	19.0%	43.8%
Counseling Psychology	1.00	0.00	3.00	3.00	0.00	1.00	25.0%	N/A	75.0%
Curriculum & Instruction	8.25	1.00	7.00	10.15	1.00	2.00	44.8%	50.0%	77.8%
Educational Leadership & Policy Analysis	4.00	0.00	1.00	8.00	3.00	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%
Educational Psychology	4.00	1.00	2.00	9.00	1.00	2.00	30.8%	50.0%	50.0%
Rehabilitation Psychology & Special Education	3.00	1.00	2.00	3.00	1.00	2.00	50.0%	50.0%	50.0%
School of Human Ecology	15.00	2.00	8.00	7.00	2.00	4.00	68.2%	50.0%	66.7%
Law School	7.50	1.00	7.00	13.25	4.00	4.00	36.1%	20.0%	63.6%
Anthropology	8.00	0.00	2.00	6.00	3.00	1.00	57.1%	0.0%	66.7%
Afro-American Studies	2.50	1.00	3.00	2.25	0.00	0.00	52.6%	100.0%	100.0%
Communication Arts	4.00	4.00	3.00	6.00	4.00	1.00	40.0%	50.0%	75.0%
Economics	0.20	0.00	3.00	15.33	2.00	11.00	1.3%	0.0%	21.4%
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	1.00	2.00	10.0%	0.0%	60.0%
LaFollette School of Public Affairs	2.00	2.00	0.00	4.50	2.50	2.25	30.8%	44.4%	0.0%
School of Journalism & Mass Communication	3.00	0.00	3.00	8.50	0.00	1.00	26.1%	N/A	75.0%
School of Library & Information Studies	2.00	3.00	1.00	0.50	0.00	2.00	80.0%	100.0%	33.3%
Political Science	3.00	3.00	2.00	13.00	5.00	5.75	18.8%	37.5%	25.8%
Psychology	12.00	0.00	5.00	11.00	3.00	1.00	52.2%	0.0%	83.3%
Social Work	4.50	3.00	3.00	3.00	1.00	1.00	60.0%	75.0%	75.0%
Sociology	6.00	3.00	5.00	15.92	4.00	4.00	27.4%	42.9%	55.6%
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	4.00	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	30.50	132.23	39.00	25.00	40.8%	50.3%	55.0%
Art	6.00	2.00	1.00	10.00	4.00	4.00	37.5%	33.3%	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	0.00	0.00	2.50	0.00	2.00	44.4%	N/A	0.0%
Art History	5.00	3.00	2.00	4.75	0.00	0.00	51.3%	100.0%	100.0%
Classics	2.00	0.00	0.00	1.00	1.00	3.00	66.7%	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	1.00	1.00	2.00	3.00	66.7%	66.7%	25.0%
English	15.20	7.00	5.00	13.30	8.00	0.00	53.3%	46.7%	100.0%
French & Italian	4.00	3.00	2.00	10.25	1.00	0.00	28.1%	75.0%	100.0%
German	3.50	2.00	0.00	6.35	2.00	0.00	35.5%	50.0%	N/A
Hebrew & Semitic Studies	1.00	0.00	0.00	1.00	1.00	2.00	50.0%	0.0%	0.0%
History	11.00	2.00	5.00	19.00	3.00	4.00	36.7%	40.0%	55.6%
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	0.00	60.0%	N/A	N/A
School of Music	10.50	2.00	2.00	27.00	4.00	0.00	28.0%	33.3%	100.0%
Philosophy	2.00	0.00	1.00	12.00	0.00	1.00	14.3%	N/A	50.0%
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	4.00	1.00	0.00	33.3%	50.0%	100.0%
Languages & Cultures of Asia	3.00	3.00	0.00	3.33	1.00	0.00	47.4%	75.0%	N/A
Spanish & Portuguese	4.00	4.00	2.00	7.00	3.00	4.00	36.4%	57.1%	33.3%
Theatre & Drama	5.75	2.00	0.00	2.00	3.00	0.00	74.2%	40.0%	N/A
Gender & Women's Studies	0.50	2.50	4.50	0.00	0.00	0.00	N/A	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	0.00	0.00	0.00	100.0%	N/A	N/A

SOURCE: October 2010 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, 2010

2006 - 2010

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	19	19	100.0%	69	63	91.3%
Biological Sciences	42	41	97.6%	80	76	95.0%
Social Studies	42	37	88.1%	49	47	95.9%
Humanities	37	36	97.3%	39	37	94.9%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2010

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	0.0%	21.3%	78.7%
2003-07	20	40.0%	10.0%	50.0%	57	42.1%	8.8%	49.1%
2007-11	12	100.0%	0.0%	0.0%	45	86.7%	6.7%	6.7%

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	2.3%	22.7%	75.0%	84	0.0%	27.4%	72.6%
2003-07	31	38.7%	9.7%	51.6%	58	37.9%	15.5%	46.6%
2007-11	24	100.0%	0.0%	0.0%	46	91.3%	4.3%	4.3%

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	1.9%	50.0%	48.1%	79	0.0%	35.4%	64.6%
2003-07	62	51.6%	19.4%	29.0%	46	34.8%	28.3%	37.0%
2007-11	37	83.8%	10.8%	5.4%	37	89.2%	10.8%	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	0.0%	20.9%	79.1%
2003-07	26	30.8%	19.2%	50.0%	26	26.9%	15.4%	57.7%
2007-11	19	78.9%	10.5%	10.5%	15	93.3%	0.0%	6.7%

SOURCE: UW Madison Tenure file and IADS appointment information system, Dec 2010

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, 2010

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	8.0	14.0	7.0	3.0	13.0	21.0	7.0	2.0	61.5%	66.7%	100.0%	150.0%
Biological Sciences	9.0	17.0	9.0	2.0	14.0	21.0	9.0	2.0	64.3%	81.0%	100.0%	100.0%
Social Studies	9.0	18.0	8.5	3.0	11.0	19.0	8.0	2.0	81.8%	94.7%	106.3%	150.0%
Humanities	11.0	20.0	9.0	2.0	17.0	21.0	8.0	2.0	64.7%	95.2%	100.0%	100.0%

SOURCE: October 2010 IADS Frozen slice

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

Table 5b. Attrition by Gender, 2009-2010

	Headcounts			%		
	Retired	Resigned	2009 Total Faculty	Retired	Resigned	Left UW
Total	49	41	2,174	2.3%	1.9%	4.1%
Women	15	19	663	2.3%	2.9%	5.1%
Men	34	22	1,511	2.3%	1.5%	3.7%
Physical Sciences						
Women	2	0	69	2.9%	0.0%	2.9%
Men	8	4	428	1.9%	0.9%	2.8%
Biological Sciences						
Women	4	5	179	2.2%	2.8%	5.0%
Men	13	8	524	2.5%	1.5%	4.0%
Social Studies						
Women	5	9	230	2.2%	3.9%	6.1%
Men	8	8	345	2.3%	2.3%	4.6%
Humanities						
Women	4	5	185	2.2%	2.7%	4.9%
Men	5	2	214	2.3%	0.9%	3.3%

SOURCE: IADS appointment system, Feb. 2010

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, 2010

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	31	277	10.1%	1	12	7.7%	3.2%	4.3%
Biological Sciences	73	313	18.9%	8	37	17.8%	11.0%	11.8%
Social Studies	88	193	31.3%	12	19	38.7%	13.6%	9.8%
Humanities	102	141	42.0%	16	10	61.5%	15.7%	7.1%
Total	294	924	24.1%	37	78	32.2%	12.6%	8.4%

SOURCE: IADS appointment system frozen slice, October 2010.

NOTE: Total faculty is a non-duplicating headcount of full professors. Faculty members are assigned to a discipline based on their divisional committee affiliation. 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, 2010

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	32	283	10.2%	1	7	12.5%	3.1%	2.5%
Biological Sciences	74	321	18.7%	3	15	16.7%	4.1%	4.7%
Social Studies	111	212	34.4%	14	13	51.9%	12.6%	6.1%
Humanities	107	143	42.8%	0	3	0.0%	0.0%	2.1%
Total	324	959	25.3%	21	38	35.6%	6.5%	4.0%

SOURCE: IADS Frozen Appointment Data view, October 2010.

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, 2010

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	32	283	10.2%	0	0	N/A	0.0%	0.0%
Biological Sciences	74	321	18.7%	0	2	0.0%	0.0%	0.6%
Social Studies	111	212	34.4%	0	2	0.0%	0.0%	0.9%
Humanities	107	143	42.8%	1	1	50.0%	0.9%	0.7%
Total	324	959	25.3%	1	4	20.0%	0.3%	0.4%

SOURCE: IADS Frozen Appointment Data view, October 2010.

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, 2010

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	32	283	10.2%	2	10	16.7%	6.3%	3.5%
Biological Sciences	74	321	18.7%	3	9	25.0%	4.1%	2.8%
Social Studies	111	212	34.4%	9	14	39.1%	8.1%	6.6%
Humanities	107	143	42.8%	12	9	57.1%	11.2%	6.3%
Total	324	959	25.3%	26	42	38.2%	8.0%	4.4%

SOURCE: IADS appointment system frozen slice, October 2010.

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 four 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, 2010

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	8	33.3%
Hilldale Professors	3	9	25.0%
John Bascom Professors	1	3	25.0%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	19	35	35.2%
Steenbock Professors	1	7	12.5%
WARF Professorships	10	22	31.3%
Wisconsin Distinguished Professors	0	7	0.0%
Other named professorships	52	237	18.0%
Holds two named professorships	14	49	22.2%
New named professorships	4	12	25.0%
Number holding named professorships	80	284	22.0%
Full Professors at UW-Madison	324	959	25.3%
Major Awards			
Vilas Associate Award	9	17	34.6%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	1	5	16.7%
WARF Kellett Mid-Career Award	2	8	20.0%
Tenured Professors at UW-Madison	481	1249	27.8%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2010.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2010; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2010.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Influential Committees, 2010

	Women	Men	% Female
Faculty Senate			
Physical Sciences	9	32	22.0%
Biological Sciences	14.5	56	20.6%
Social Studies	23	33	41.1%
Arts & Humanities	17	17	50.0%
Senators (total)	63.5	138	31.5%
Physical Sciences	2	31.5	6.0%
Biological Sciences	15.5	53.5	22.5%
Social Studies	20.5	23.5	46.6%
Arts & Humanities	11	19.5	36.1%
Alternates (Total)	49	128	27.7%
Athletic Board**	DK	DK	DK
Campus Planning Committee	3	9	25.0%
Divisional Executive Committees*			
Physical Sciences	3	9	25.0%
Bio. Sciences, Curriculum Planning	2	7	22.2%
Bio. Sciences, Strategic Planning	0	0	DK
Bio. Sciences, Tenure	5	7	41.7%
Social Studies	4	8	33.3%
Arts & Humanities	5	7	41.7%
Faculty Compensation and Economic Benefits Commission*	2	7	22.2%
Faculty Rights and Responsibilities Committee*	4	5	44.4%
Library Committee*	3	5	37.5%
University Committee*	4	2	66.7%
University Academic Planning Council	4	8	33.3%
Graduate School Academic Planning Council	1	5	16.7%
Graduate School Executive Committee			
Physical Sciences	1	4	20.0%
Biological Sciences	2	3	40.0%
Social Studies	0	6	0.0%
Arts & Humanities	1	4	20.0%
Graduate School Research Committee			
Physical Sciences	1	10	9.1%
Biological Sciences	4	7	36.4%
Social Studies	4	6	40.0%
Arts & Humanities	6	4	60.0%
All Faculty	674	1503	31.0%
Physical Sciences	72	424	14.5%
Biological Sciences	176	521	25.3%
Social Studies	233	340	40.7%
Arts & Humanities	193	217	47.1%

SOURCE: 2010-2011 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty. Snapshots, March 2011. Totals from IADS appointment system frozen slice October 2010.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2010. 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.

** Athletic Board members not posted as of March 2011.

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2010

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$93,534	\$103,649	90.2%
Biological Systems Engineering	70,949	90,708	78.2%
Soil Science	90,000	81,032	111.1%
Chemical & Biological Engineering	101,530	114,332	88.8%
Civil & Environmental Engineering	85,000	98,980	85.9%
Electrical & Computer Engineering	104,000	114,672	90.7%
Biomedical Engineering	100,000	116,000	86.2%
Industrial Engineering	136,000	105,625	128.8%
Mechanical Engineering	109,000	107,060	101.8%
Materials Science & Engineering	99,426	105,825	94.0%
Engineering Physics	109,363	118,600	92.2%
Engineering Professional Development	N/A	103,084	N/A
Astronomy	79,054	92,534	85.4%
Chemistry	97,097	112,571	86.3%
Computer Sciences	101,799	125,000	81.4%
Geoscience	81,189	87,729	92.5%
Mathematics	92,695	95,571	97.0%
Atmospheric & Oceanic Sciences	78,500	90,011	87.2%
Physics	99,122	96,626	102.6%
Statistics	94,610	102,631	92.2%
Biological Sciences	\$86,798	\$93,849	92.5%
Agronomy	71,985	81,293	88.6%
Animal Science	71,933	87,293	82.4%
Bacteriology	99,010	99,645	99.4%
Biochemistry	101,216	120,085	84.3%
Dairy Science	94,385	86,065	109.7%
Entomology	72,346	92,305	78.4%
Food Science	85,390	86,497	98.7%
Genetics	74,190	124,729	59.5%
Horticulture	71,533	83,917	85.2%
Nutritional Sciences	86,265	100,164	86.1%
Plant Pathology	74,688	93,510	79.9%
Forest & Wildlife Ecology	68,000	87,010	78.2%
Kinesiology	68,473	67,615	101.3%
Nelson Institute for Environmental Studies	89,725	96,774	92.7%
Botany	72,616	97,830	74.2%
Communicative Disorders	81,098	98,756	82.1%
Zoology	80,264	81,295	98.7%
Anatomy	107,427	111,558	96.3%
Anesthesiology	N/A	98,652	N/A
Biostatistics & Medical Informatics	96,644	112,642	85.8%
Family Medicine	109,953	76,190	144.3%
Genetics	75,140	78,329	95.9%

Obstetrics & Gynecology	71,226	99,331	71.7%
Medical History & Bioethics	92,203	74,665	123.5%
Human Oncology	75,269	93,606	80.4%
Medicine	81,818	88,671	92.3%
Dermatology	N/A	107,405	N/A
Medical Microbiology	119,657	113,109	105.8%
Medical Physics	103,089	93,827	109.9%
Neurology	69,959	102,621	68.2%
Neurological Surgery	92,036	70,194	131.1%
Oncology	82,482	126,797	65.1%
Ophthalmology & Visual Sciences	107,468	112,528	95.5%
Orthopedics & Rehabilitation	74,373	80,444	92.5%
Pathology & Laboratory Medicine	101,653	100,029	101.6%
Pediatrics	96,130	114,062	84.3%
Pharmacology	84,476	117,570	71.9%
Biomolecular Chemistry	98,886	107,411	92.1%
Physiology	134,195	135,344	99.2%
Population Health Sciences	106,688	102,391	104.2%
Psychiatry	87,330	80,762	108.1%
Radiology	117,213	81,818	143.3%
Surgery	101,852	81,818	124.5%
Urology	N/A	98,182	N/A
School of Pharmacy	78,319	106,583	73.5%
Medical Sciences	96,324	96,371	100.0%
Pathobiological Sciences	98,817	110,851	89.1%
Comparative Biosciences	94,892	86,689	109.5%
Surgical Sciences	96,869	93,285	103.8%

Social Studies	\$85,884	\$105,875	81.1%
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Agricultural & Applied Economics	81,709	111,784	73.1%
Life Sciences Communication	78,333	105,013	74.6%
Community & Environmental Sociology	80,000	80,653	99.2%
Natural Resources-Landscape Architecture	71,553	66,111	108.2%
Urban & Regional Planning	59,412	64,870	91.6%
School of Business	161,112	184,802	87.2%
Counseling Psychology	63,000	85,734	73.5%
Curriculum & Instruction	81,468	92,465	88.1%
Educational Leadership & Policy Analysis	85,420	99,727	85.7%
Educational Policy Studies	65,659	88,537	74.2%
Educational Psychology	76,128	97,458	78.1%
Rehabilitation Psychology & Special Education	70,576	79,686	88.6%
School of Human Ecology	80,892	85,888	94.2%
Law School	129,515	134,500	96.3%
Anthropology	76,333	77,401	98.6%
Afro-American Studies	83,882	110,779	75.7%
Communication Arts	75,000	83,559	89.8%
Economics	117,500	184,000	63.9%
Ethnic Studies	93,182	N/A	N/A
Geography	67,000	88,092	76.1%
LaFollette School of Public Affairs	115,323	100,000	115.3%
School of Journalism & Mass Communication	81,734	92,286	88.6%

School of Library & Information Studies	76,899	70,000	109.9%
Political Science	94,623	100,946	93.7%
Psychology	98,974	127,920	77.4%
Social Work	80,000	111,052	72.0%
Sociology	89,315	100,818	88.6%
Urban & Regional Planning	N/A	79,977	N/A
School of Nursing	85,884	N/A	N/A
Professional Development & Applied Studies	75,444	82,799	91.1%
Humanities	\$77,328	\$79,993	96.7%
Art	70,542	68,790	102.5%
Dance	52,000	66,365	78.4%
African Languages & Literature	101,440	89,739	113.0%
Art History	80,643	85,762	94.0%
Classics	112,435	58,000	193.9%
Comparative Literature	99,164	58,885	168.4%
East Asian Languages & Literature	69,000	58,212	118.5%
English	82,000	96,000	85.4%
French & Italian	66,811	86,142	77.6%
German	80,139	83,733	95.7%
Hebrew & Semitic Studies	82,373	64,500	127.7%
History	84,060	90,376	93.0%
History of Science	77,901	74,569	104.5%
Linguistics	86,232	106,013	81.3%
School of Music	75,710	80,442	94.1%
Philosophy	74,398	86,948	85.6%
Scandinavian Studies	67,117	78,866	85.1%
Slavic Languages	78,028	87,254	89.4%
Languages & Cultures of Asia	82,269	85,422	96.3%
Spanish & Portuguese	59,773	68,051	87.8%
Theatre & Drama	73,486	65,706	111.8%
Gender & Women's Studies	64,000	N/A	N/A
Social Sciences	N/A	72,932	N/A
Liberal Studies & the Arts	73,611	N/A	N/A

SOURCE: October 2010 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), 2010

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	\$114,799	\$93,016	\$84,479	\$117,268	\$93,242	\$83,000	97.9%	99.8%	101.8%
Biological Systems Engineering	N/A	73,989	67,909	92,666	72,299	69,545	N/A	102.3%	97.6%
Soil Science	N/A	90,000	N/A	87,516	73,719	63,333	N/A	122.1%	N/A
Chemical & Biological Engineering	118,225	N/A	84,834	165,494	93,000	84,834	71.4%	N/A	100.0%
Civil & Environmental Engineering	120,000	101,467	84,740	127,918	92,948	83,665	93.8%	109.2%	101.3%
Electrical & Computer Engineering	120,811	101,500	88,000	121,575	105,000	89,000	99.4%	96.7%	98.9%
Biomedical Engineering	N/A	102,000	91,326	136,300	115,000	N/A	N/A	88.7%	N/A
Industrial Engineering	136,000	N/A	82,500	151,977	104,585	94,000	89.5%	N/A	87.8%
Mechanical Engineering	140,881	88,842	N/A	118,651	95,000	88,000	118.7%	93.5%	N/A
Materials Science & Engineering	113,248	98,140	N/A	152,500	102,465	87,500	74.3%	95.8%	N/A
Engineering Physics	109,363	N/A	N/A	136,555	103,121	87,218	80.1%	N/A	N/A
Engineering Professional Development	N/A	N/A	N/A	116,933	81,551	85,909	N/A	N/A	N/A
Astronomy	89,405	N/A	76,527	107,550	N/A	77,622	83.1%	N/A	98.6%
Chemistry	97,097	105,000	72,000	120,000	82,393	70,685	80.9%	127.4%	101.9%
Computer Sciences	122,000	83,420	90,959	139,433	126,000	89,931	87.5%	66.2%	101.1%
Geoscience	81,189	N/A	N/A	89,905	72,298	68,550	90.3%	N/A	N/A
Mathematics	90,337	92,695	N/A	103,609	84,690	77,000	87.2%	109.5%	N/A
Atmospheric & Oceanic Sciences	N/A	N/A	78,500	98,808	82,245	80,000	N/A	N/A	98.1%
Physics	179,672	88,719	71,688	103,843	79,629	71,713	173.0%	111.4%	100.0%
Statistics	127,330	90,042	65,590	123,000	81,574	75,835	103.5%	110.4%	86.5%
Biological Sciences	\$109,576	\$80,264	\$71,737	\$112,264	\$80,259	\$74,000	97.6%	100.0%	96.9%
Agronomy	144,818	71,930	71,985	82,397	81,721	62,067	175.8%	88.0%	116.0%
Animal Science	N/A	N/A	71,933	92,540	77,416	63,163	N/A	N/A	113.9%
Bacteriology	99,125	75,436	N/A	108,538	77,045	N/A	91.3%	97.9%	N/A
Biochemistry	101,216	92,695	N/A	127,112	89,352	83,000	79.6%	103.7%	N/A
Dairy Science	94,385	N/A	N/A	97,180	71,845	61,364	97.1%	N/A	N/A
Entomology	95,803	71,402	N/A	98,030	74,378	67,311	97.7%	96.0%	N/A
Food Science	85,390	N/A	N/A	93,732	81,777	65,455	91.1%	N/A	N/A
Genetics	144,818	77,173	68,067	124,729	83,096	N/A	116.1%	92.9%	N/A
Horticulture	N/A	72,473	60,955	94,722	82,888	N/A	N/A	87.4%	N/A
Nutritional Sciences	99,073	73,649	N/A	106,933	78,226	75,668	92.6%	94.2%	N/A
Plant Pathology	89,944	71,384	63,568	94,610	N/A	59,177	95.1%	N/A	107.4%
Forest & Wildlife Ecology	86,798	N/A	67,500	102,188	71,754	65,000	84.9%	N/A	103.8%
Kinesiology	89,752	67,232	59,588	105,463	70,370	59,565	85.1%	95.5%	100.0%
Nelson Institute for Environmental Studies	116,182	89,725	65,538	102,333	N/A	67,877	113.5%	N/A	96.6%
Botany	103,543	71,555	55,394	98,958	77,382	N/A	104.6%	92.5%	N/A
Communicative Disorders	106,403	80,523	64,997	98,756	N/A	N/A	107.7%	N/A	N/A
Zoology	96,278	74,444	78,000	97,565	69,678	75,000	98.7%	106.8%	104.0%
Anatomy	119,822	87,181	N/A	113,094	86,576	71,646	105.9%	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	139,016	96,644	N/A	126,350	92,421	86,767	110.0%	104.6%	N/A
Family Medicine	123,954	95,951	N/A	142,085	92,295	70,786	87.2%	104.0%	N/A
Genetics	N/A	76,090	71,208	102,621	74,302	74,190	N/A	102.4%	96.0%
Obstetrics & Gynecology	132,217	71,226	65,455	107,541	75,265	N/A	122.9%	94.6%	N/A
Medical History & Bioethics	118,408	67,665	65,455	153,209	75,017	63,736	77.3%	90.2%	102.7%
Human Oncology	N/A	75,269	N/A	107,167	80,152	63,409	N/A	93.9%	N/A
Medicine	139,696	95,170	75,682	127,647	83,945	75,273	109.4%	113.4%	100.5%
Dermatology	N/A	N/A	N/A	113,267	86,998	N/A	N/A	N/A	N/A
Medical Microbiology	121,425	77,022	N/A	113,382	87,891	N/A	107.1%	87.6%	N/A
Medical Physics	124,086	N/A	82,091	96,080	93,849	77,727	129.1%	N/A	105.6%
Neurology	122,727	N/A	67,707	109,618	N/A	68,398	112.0%	N/A	99.0%
Neurological Surgery	114,955	N/A	69,117	93,103	71,141	70,194	123.5%	N/A	98.5%
Oncology	130,909	83,846	72,678	126,797	79,378	N/A	103.2%	105.6%	N/A
Ophthalmology & Visual Sciences	107,468	N/A	57,273	125,602	85,115	90,000	85.6%	N/A	63.6%
Orthopedics & Rehabilitation	N/A	N/A	74,373	94,147	70,178	74,373	N/A	N/A	100.0%
Pathology & Laboratory Medicine	101,359	112,636	N/A	108,061	59,418	N/A	93.8%	189.6%	N/A
Pediatrics	119,657	88,974	76,500	128,340	67,170	76,091	93.2%	132.5%	100.5%
Pharmacology	118,180	84,476	73,182	124,051	85,503	N/A	95.3%	98.8%	N/A
Biomolecular Chemistry	104,231	85,966	N/A	127,647	92,726	73,182	81.7%	92.7%	N/A
Physiology	136,041	90,000	N/A	144,835	81,924	76,530	93.9%	109.9%	N/A
Population Health Sciences	126,618	108,601	75,860	128,945	90,307	78,918	98.2%	120.3%	96.1%
Psychiatry	127,517	79,386	73,636	174,161	69,892	68,087	73.2%	113.6%	108.2%
Radiology	N/A	117,213	N/A	90,864	71,159	81,818	N/A	164.7%	N/A
Surgery	N/A	101,852	N/A	91,789	54,315	81,818	N/A	187.5%	N/A
Urology	N/A	N/A	N/A	130,909	N/A	68,359	N/A	N/A	N/A
School of Pharmacy	100,161	93,489	74,000	122,815	84,630	74,000	81.6%	110.5%	100.0%
Medical Sciences	116,062	78,424	73,636	116,785	80,120	76,909	99.4%	97.9%	95.7%
Pathobiological Sciences	N/A	98,817	N/A	120,661	77,224	85,000	N/A	128.0%	N/A
Comparative Biosciences	107,701	83,832	85,000	120,168	83,831	80,000	89.6%	100.0%	106.3%
Surgical Sciences	96,869	N/A	N/A	96,545	75,589	N/A	100.3%	N/A	N/A

Social Studies **\$100,510** **\$78,108** **\$67,746** **\$117,971** **\$100,000** **\$77,000** **85.2%** **78.1%** **88.0%**

Agricultural & Applied Economics	N/A	N/A	81,709	117,000	97,180	95,000	N/A	N/A	86.0%
Life Sciences Communication	89,385	73,087	N/A	125,007	N/A	64,434	71.5%	N/A	N/A
Community & Environmental Sociology	109,964	N/A	69,781	81,244	N/A	69,890	135.3%	N/A	99.8%
Natural Resources-Landscape Architecture	102,741	71,553	59,658	79,847	66,111	65,941	128.7%	108.2%	90.5%
Urban & Regional Planning	N/A	N/A	59,412	99,833	N/A	64,306	N/A	N/A	92.4%
School of Business	221,038	167,391	132,000	199,856	169,200	145,000	110.6%	98.9%	91.0%
Counseling Psychology	91,813	N/A	60,000	93,064	N/A	78,403	98.7%	N/A	76.5%
Curriculum & Instruction	85,112	85,198	63,695	96,318	85,000	61,787	88.4%	100.2%	103.1%
Educational Leadership & Policy Analysis	88,212	N/A	60,000	112,691	85,000	63,000	78.3%	N/A	95.2%
Educational Policy Studies	94,642	N/A	60,000	88,537	135,004	60,000	106.9%	N/A	100.0%
Educational Psychology	93,846	67,052	58,128	103,815	N/A	64,440	90.4%	N/A	90.2%
Rehabilitation Psychology & Special Education	84,192	66,193	60,000	91,768	76,586	59,701	91.7%	86.4%	100.5%
School of Human Ecology	91,780	102,321	63,738	89,737	76,000	81,727	102.3%	134.6%	78.0%
Law School	144,662	131,589	104,424	151,239	129,343	105,953	95.7%	101.7%	98.6%
Anthropology	80,948	N/A	63,906	87,423	66,363	65,000	92.6%	N/A	98.3%
Afro-American Studies	116,040	65,787	63,000	110,779	N/A	N/A	104.7%	N/A	N/A

Communication Arts	93,238	72,874	68,000	89,087	71,401	61,000	104.7%	102.1%	111.5%
Economics	133,283	N/A	105,196	228,000	212,500	101,729	58.5%	N/A	103.4%
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	88,427	100,000	68,000	100.3%	N/A	97.1%
LaFollette School of Public Affairs	166,420	100,940	N/A	129,015	130,000	75,621	129.0%	77.6%	N/A
School of Journalism & Mass Communication	118,249	N/A	62,695	96,376	N/A	67,780	122.7%	N/A	92.5%
School of Library & Information Studies	93,437	73,798	69,819	103,889	N/A	68,832	89.9%	N/A	101.4%
Political Science	144,383	98,000	70,293	117,971	86,500	69,915	122.4%	113.3%	100.5%
Psychology	117,834	N/A	72,000	135,000	78,665	78,000	87.3%	N/A	92.3%
Social Work	92,600	77,666	66,080	126,153	110,000	77,000	73.4%	70.6%	85.8%
Sociology	138,468	81,630	71,629	125,391	79,559	73,766	110.4%	102.6%	97.1%
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	79,900	71,205	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	75,444	N/A	N/A	82,799	N/A	N/A	91.1%	N/A	N/A
Humanities	\$85,046	\$64,602	\$60,000	\$87,134	\$65,295	\$55,025	97.6%	98.9%	109.0%
Art	74,140	65,857	61,140	77,042	66,628	54,666	96.2%	98.8%	111.8%
Dance	75,406	N/A	52,000	70,143	N/A	53,000	107.5%	N/A	98.1%
African Languages & Literature	101,440	N/A	N/A	107,014	N/A	53,451	94.8%	N/A	N/A
Art History	85,046	61,692	70,129	85,762	N/A	N/A	99.2%	N/A	N/A
Classics	112,435	N/A	N/A	91,362	80,397	58,000	123.1%	N/A	N/A
Comparative Literature	99,164	N/A	N/A	105,225	57,008	N/A	94.2%	N/A	N/A
East Asian Languages & Literature	87,859	63,363	60,000	109,518	74,462	53,373	80.2%	85.1%	112.4%
English	95,506	77,328	61,000	113,388	64,648	N/A	84.2%	119.6%	N/A
French & Italian	88,905	63,659	55,036	87,801	59,671	N/A	101.3%	106.7%	N/A
German	81,778	65,755	N/A	90,093	69,025	N/A	90.8%	95.3%	N/A
Hebrew & Semitic Studies	82,373	N/A	N/A	118,006	70,000	57,000	69.8%	N/A	N/A
History	88,721	84,853	60,533	100,455	90,000	75,500	88.3%	94.3%	80.2%
History of Science	91,814	63,987	N/A	89,741	66,667	N/A	102.3%	96.0%	N/A
Linguistics	86,232	N/A	N/A	106,013	N/A	N/A	81.3%	N/A	N/A
School of Music	79,903	59,307	58,567	82,254	63,328	N/A	97.1%	93.6%	N/A
Philosophy	85,721	N/A	70,000	89,719	N/A	70,000	95.5%	N/A	100.0%
Scandinavian Studies	84,859	56,752	56,812	78,866	N/A	N/A	107.6%	N/A	N/A
Slavic Languages	98,765	69,000	55,000	90,535	60,013	N/A	109.1%	115.0%	N/A
Languages & Cultures of Asia	89,058	78,000	N/A	85,422	66,260	N/A	104.3%	117.7%	N/A
Spanish & Portuguese	80,831	57,319	52,941	80,786	59,646	57,075	100.1%	96.1%	92.8%
Theatre & Drama	77,891	62,519	N/A	73,877	65,251	N/A	105.4%	95.8%	N/A
Gender & Women's Studies	N/A	67,665	64,000	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	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2010 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, 2007-2010

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	19	64	22.9%	11	57.9%	45	70.3%
College of Engineering*	9	18	33.3%	4	44.4%	15	83.3%
Letters & Sciences	9	41	18.0%	6	66.7%	27	65.9%
College of Agricultural & Life Sciences	1	5	16.7%	1	100.0%	3	60.0%
Biological Sciences	44	85	34.1%	32	72.7%	69	81.2%
Letters & Sciences	2	2	50.0%	2	100.0%	2	100.0%
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*	20	47	29.9%	16	80.0%	39	83.0%
College of Agricultural & Life Sciences	12	19	38.7%	8	66.7%	16	84.2%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	2	14	12.5%	1	50.0%	11	78.6%
College of Engineering	2	7	22.2%	1	50.0%	6	85.7%
Letters & Sciences	0	6	0.0%	N/A	N/A	4	66.7%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	N/A
Biological Sciences	12	18	40.0%	9	75.0%	13	72.2%
Letters & Sciences	0	1	0.0%	N/A	N/A	1	100.0%
School of Veterinary Medicine	1	1	50.0%	1	100.0%	1	100.0%
School of Pharmacy	0	0	#DIV/0!	N/A	N/A	N/A	N/A
Medical School	10	14	41.7%	7	70.0%	10	71.4%
College of Agricultural & Life Sciences	1	2	33.3%	1	100.0%	1	50.0%

* Three offer decisions are pending.

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2007-2010

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	\$83 - \$109	\$102,056	\$72 - \$156	98.2%	\$100,222	\$83 - \$109	\$103,889	\$72 - \$156	96.5%
College of Engineering	\$103,889	\$100 - \$109	\$107,556	\$101 - \$156	96.6%	\$103,278	\$101 - \$109	\$106,944	\$101 - \$156	96.6%
Letters & Sciences	\$91,667	\$86 - \$108	\$95,333	\$83 - \$118	96.2%	\$89,222	\$86 - \$108	\$95,333	\$83 - \$118	93.6%
College of Agricultural & Life Sciences	\$83,000	\$83	\$85,000	\$72 - \$155	107.1%	\$83,000	\$83	\$85,000	\$72 - \$155	N/A
Biological Sciences	\$85,556	\$58 - \$130	\$90,222	\$45 - \$400	94.8%	\$83,111	\$58 - \$130	\$90,000	\$45 - \$150	92.3%
Letters & Sciences	\$85,556	\$76 - \$95	\$93,500	\$92 - \$95	91.5%	\$85,556	\$76 - \$95	\$93,500	\$92 - \$95	91.5%
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	\$86,278	\$82 - \$90	\$84,944	\$82 - \$90	101.6%	\$87,000	\$82 - \$90	\$84,778	\$82 - \$90	102.6%
Medical School	\$90,000	\$58 - \$130	\$87,500	\$45 - \$400	102.9%	\$95,000	\$58 - \$130	\$87,500	\$45 - \$150	108.6%
College of Agricultural & Life Sciences	\$83,056	\$71 - \$105	\$90,139	\$68 - \$112	92.1%	\$81,889	\$71 - \$86	\$83,639	\$68 - \$112	97.9%
Division/School	Base Salary, Offers Made, Tenured Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$122,222	\$122	\$140,556	\$120 - \$298	87.0%	\$122,222	\$122	\$140,556	\$120 - \$298	87.0%
College of Engineering	\$122,222	\$122	\$140,556	\$120 - \$165	87.0%	\$122,222	\$122	\$134,444	\$120 - \$165	90.9%
Letters & Sciences	N/A	N/A	\$149,722	\$126 - \$298	N/A	N/A	N/A	\$137,500	\$126 - \$298	N/A
College of Agricultural & Life Sciences	N/A	N/A	\$171,111	\$171	N/A	N/A	N/A	\$171,111	\$171	N/A
Biological Sciences	\$150,000	\$70 - \$250	\$165,000	\$90 - \$310	90.9%	\$151,389	\$70 - \$250	\$183,905	\$104 - \$310	82.3%
Letters & Sciences	N/A	N/A	\$103,889	\$104	N/A	N/A	N/A	\$103,889	\$104	N/A
School of Veterinary Medicine	\$152,778	\$153	\$165,000	\$165	92.6%	\$152,778	\$153	\$165,000	\$165	92.6%
School of Pharmacy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Medical School	\$150,000	\$70 - \$250	\$136,889	\$90 - \$310	109.6%	\$166,667	\$70 - \$250	\$196,700	\$110 - \$310	84.7%
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, 2007-2010

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	\$255,500	\$48 - \$1106	\$233,000	\$41 - \$854	109.7%	\$297,000	\$53 - \$854	\$260,000	\$48 - \$854	114.2%
College of Engineering Letters & Sciences	\$297,000	\$193 - \$616	\$302,500	\$140 - \$652	98.2%	\$448,500	\$200 - \$616	\$300,000	\$140 - \$652	149.5%
College of Agricultural & Life Sciences	\$253,500	\$48 - \$1106	\$100,500	\$41 - \$854	252.2%	\$229,224	\$53 - \$854	\$250,800	\$48 - \$854	91.4%
	\$333,000	\$333	\$175,000	\$63 - \$260	190.3%	\$333,000	\$333	\$165,000	\$63 - \$260	N/A
Biological Sciences	\$355,000	\$10 - \$940	\$336,000	\$11 - \$940	105.7%	\$328,102	\$29 - \$810	\$343,000	\$50 - \$940	95.7%
Letters & Sciences	\$290,612	\$107 - \$475	\$440,849	\$432 - \$450	65.9%	\$290,612	\$107 - \$475	\$440,849	\$432 - \$450	65.9%
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	\$386,000	\$10 - \$810	\$620,000	\$11 - \$745	62.3%	\$455,000	\$100 - \$810	\$620,000	\$100 - \$710	73.4%
Medical School	\$397,500	\$150 - \$750	\$350,000	\$50 - \$832	113.6%	\$425,000	\$150 - \$468	\$337,500	\$50 - \$832	125.9%
College of Agricultural & Life Sciences	\$386,000	\$101 - \$940	\$267,000	\$144 - \$940	144.6%	\$266,000	\$101 - \$503	\$267,000	\$144 - \$940	99.6%
Division/School	Total Startup, Offers Made, Tenured Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$376,000	\$320 - \$432	\$275,702	\$3 - \$1883	136.4%	\$432,000	\$432	\$265,000	\$3 - \$750	163.0%
College of Engineering Letters & Sciences	\$376,000	\$320 - \$432	\$265,000	\$130 - \$750	141.9%	\$432,000	\$432	\$323,000	\$130 - \$750	133.7%
College of Agricultural & Life Sciences	N/A	N/A	\$190,952	\$3 - \$1883	N/A	N/A	N/A	\$80,928	\$3 - \$386	N/A
	N/A	N/A	\$618,000	\$618	N/A	N/A	N/A	\$618,000	\$618	N/A
Biological Sciences	\$390,000	\$102 - \$411	\$262,500	\$35 - \$1993	148.6%	\$400,000	\$225 - \$411	\$197,250	\$35 - \$1993	202.8%
Letters & Sciences	N/A	N/A	\$169,500	\$170	N/A	N/A	N/A	\$169,500	\$170	N/A
School of Veterinary Medicine	\$225,000	\$225	\$225,000	\$225	100.0%	\$225,000	\$225	\$225,000	\$225	100.0%
School of Pharmacy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Medical School	\$390,000	\$102 - \$400	\$300,000	\$35 - \$500	130.0%	\$400,000	\$400	\$120,000	\$35 - \$350	333.3%
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, 2010

	2010-2011	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	25	44.0%
Physical Sciences	7	14.3%
Senior Hires		
Biological Sciences	9	11.1%
Physical Sciences	4	25.0%
Total Hires, Biological Sciences	34	35.3%
Total Hires, Physical Sciences	11	18.2%
Total Hires, Junior	32	37.5%
Total Hires, Senior	13	15.4%
TOTAL HIRES	45	31.1%

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

SOURCE: October 2010 IADS Frozen slice.