

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2011

Division/Department	Women	Men	% Women
Physical Sciences	64.50	379.15	14.5%
Biological Systems Engineering	2.00	12.25	14.0%
Soil Science	3.00	14.00	17.6%
Biomedical Engineering	5.00	7.90	38.8%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	2.50	20.75	10.8%
Electrical & Computer Engineering	5.00	34.50	12.7%
Engineering Physics	1.25	20.50	5.7%
Engineering Professional Development	0.00	6.00	0.0%
Industrial & Systems Engineering	4.50	11.00	29.0%
Materials Science & Engineering	3.00	11.00	21.4%
Mechanical Engineering	3.00	29.75	9.2%
Astronomy	3.75	8.00	31.9%
Atmospheric & Oceanic Sciences	2.00	13.00	13.3%
Chemistry	4.50	33.50	11.8%
Computer Sciences	6.00	34.00	15.0%
Geoscience	3.00	17.00	15.0%
Mathematics	4.25	40.00	9.6%
Physics	6.25	37.00	14.5%
Statistics	3.50	12.00	22.6%
Biological Sciences	208.05	548.05	27.5%
Forest & Wildlife Ecology	2.50	15.50	13.9%
Agronomy	2.50	14.00	15.2%
Animal Science	2.00	16.60	10.8%
Bacteriology	6.00	11.00	35.3%
Biochemistry	6.50	26.00	20.0%
Dairy Science	2.00	8.40	19.2%
Entomology	3.50	9.00	28.0%
Food Science	1.00	8.00	11.1%
Genetics	3.50	12.67	21.6%
Horticulture	3.00	8.50	26.1%
Nutritional Sciences	4.00	6.50	38.1%
Plant Pathology	7.00	6.00	53.8%
Kinesiology	8.00	6.00	57.1%
Botany	6.50	8.50	43.3%
Communicative Disorders	9.00	4.00	69.2%
Zoology	7.00	13.00	35.0%
Nelson Institute for Environmental Studies	5.00	3.75	57.1%
School of Pharmacy	7.50	24.00	23.8%
Anesthesiology	0.00	6.50	0.0%
Biomolecular Chemistry	2.80	8.25	25.3%
Biostatistics & Medical Informatics	2.75	12.00	18.6%
Cell & Regenerative Biology	6.00	9.00	40.0%
Dermatology	0.00	7.00	0.0%

Family Medicine	2.00	5.55	26.5%
Genetics	2.00	7.63	20.8%
Human Oncology	1.00	11.25	8.2%
Medical History & Bioethics	3.50	4.90	41.7%
Medical Microbiology	5.20	8.00	39.4%
Medical Physics	2.00	16.95	10.6%
Medicine	16.50	51.15	24.4%
Neurological Surgery	1.00	7.00	12.5%
Neurology	3.00	7.50	28.6%
Neuroscience	7.00	22.00	24.1%
Obstetrics & Gynecology	4.00	8.00	33.3%
Oncology	6.50	13.20	33.0%
Ophthalmology & Visual Sciences	4.50	12.00	27.3%
Orthopedics & Rehabilitation	3.00	8.50	26.1%
Pathology & Laboratory Medicine	6.00	10.00	37.5%
Pediatrics	12.50	12.20	50.6%
Population Health Sciences	9.30	11.00	45.8%
Psychiatry	5.00	10.10	33.1%
Radiology	1.00	15.95	5.9%
Surgery	3.00	18.00	14.3%
Urology	0.00	5.00	0.0%
SMPH Admin	0.00	1.00	0.0%
Comparative Biosciences	5.00	11.00	31.3%
Medical Sciences	4.00	7.00	36.4%
Pathobiological Sciences	2.00	16.00	11.1%
Surgical Sciences	1.00	3.00	25.0%

Social Studies

225.20 324.92 40.9%

School of Business	11.75	57.87	16.9%
Agricultural & Applied Economics	3.00	15.90	15.9%
Community & Environmental Sociology	5.00	7.00	41.7%
Landscape Architecture	4.00	3.00	57.1%
Life Sciences Communication	5.00	4.00	55.6%
Urban & Regional Planning	1.00	3.00	25.0%
Professional Development & Applied Studies	1.00	2.00	33.3%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	17.25	10.15	63.0%
Educational Policy Studies	5.00	5.00	50.0%
Educational Psychology	6.00	11.00	35.3%
Educational Leadership & Policy Analysis	5.00	8.00	38.5%
Rehabilitation Psychology & Special Education	5.00	5.00	50.0%
Afro-American Studies	5.50	2.25	71.0%
Anthropology	8.00	9.00	47.1%
Communication Arts	8.00	12.00	40.0%
Economics	5.20	28.83	15.3%
Ethnic Studies	0.50	0.00	100.0%
Geography	3.50	13.00	21.2%
School of Journalism & Mass Communication	7.00	10.50	40.0%
LaFollette School of Public Affairs	3.00	8.75	25.5%
School of Library & Information Studies	6.00	2.50	70.6%
Political Science	7.00	26.75	20.7%

Psychology	19.00	18.00	51.4%
Social Work	10.50	5.00	67.7%
Sociology	12.00	19.42	38.2%
Urban & Regional Planning	0.00	3.75	0.0%
Law School	16.50	18.25	47.5%
School of Nursing	16.50	0.00	100.0%
School of Human Ecology	24.00	11.00	68.6%
Humanities	165.75	193.23	46.2%
Liberal Studies & the Arts	3.80	0.00	100.0%
Art	10.00	20.00	33.3%
Dance	5.00	3.00	62.5%
African Languages & Literature	1.00	4.50	18.2%
Art History	10.00	3.75	72.7%
Classics	2.00	5.00	28.6%
Comparative Literature	1.00	2.25	30.8%
East Asian Languages & Literature	8.00	6.00	57.1%
English	29.20	19.30	60.2%
French & Italian	9.00	10.25	46.8%
German	5.00	8.35	37.5%
Hebrew & Semitic Studies	1.00	4.00	20.0%
History of Science	2.00	4.50	30.8%
History	18.00	25.00	41.9%
Languages & Cultures of Asia	5.00	4.33	53.6%
Linguistics	3.00	2.00	60.0%
Philosophy	3.00	13.00	18.8%
Scandinavian Studies	3.00	2.00	60.0%
School of Music	14.50	31.00	31.9%
Slavic Languages	4.00	5.00	44.4%
Spanish & Portuguese	12.00	15.00	44.4%
Theatre & Drama	7.75	5.00	60.8%
Gender & Women's Studies	8.50	0.00	100.0%

SOURCE: October 2011 HRS 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. 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, 2011

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	31.50	16.50	16.50	248.75	69.15	61.25	11.2%	19.3%	21.2%
Biological Systems Engineering	0.00	1.00	1.00	9.25	1.00	2.00	0.0%	50.0%	33.3%
Soil Science	1.00	2.00	0.00	9.00	3.00	2.00	10.0%	40.0%	0.0%
Biomedical Engineering	0.00	3.00	2.00	3.50	3.40	1.00	0.0%	46.9%	66.7%
Chemical & Biological Engineering	1.00	0.00	1.00	12.00	4.00	1.00	7.7%	0.0%	50.0%
Civil & Environmental Engineering	1.00	0.50	1.00	15.75	4.00	1.00	6.0%	11.1%	50.0%
Electrical & Computer Engineering	2.00	2.00	1.00	26.50	4.00	4.00	7.0%	33.3%	20.0%
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	0.00	2.00	0.0%	N/A	0.0%
Industrial & Systems Engineering	3.50	0.00	1.00	5.00	5.00	1.00	41.2%	0.0%	50.0%
Materials Science & Engineering	1.00	2.00	0.00	6.00	3.00	2.00	14.3%	40.0%	0.0%
Mechanical Engineering	2.00	1.00	0.00	18.75	7.00	4.00	9.6%	12.5%	0.0%
Astronomy	1.75	1.00	1.00	5.00	1.00	2.00	25.9%	50.0%	33.3%
Atmospheric & Oceanic Sciences	0.00	1.00	1.00	8.00	3.00	2.00	0.0%	25.0%	33.3%
Chemistry	3.50	0.00	1.00	24.00	2.50	7.00	12.7%	0.0%	12.5%
Computer Sciences	3.00	1.00	2.00	19.00	5.00	10.00	13.6%	16.7%	16.7%
Geoscience	3.00	0.00	0.00	12.00	2.00	3.00	20.0%	0.0%	0.0%
Mathematics	1.75	0.50	2.00	22.25	6.75	11.00	7.3%	6.9%	15.4%
Physics	3.25	1.00	2.00	26.00	9.00	2.00	11.1%	10.0%	50.0%
Statistics	2.50	0.50	0.50	7.25	2.50	2.25	25.6%	16.7%	18.2%
Biological Sciences	92.05	59.00	57.00	339.15	104.35	104.55	21.3%	36.1%	35.3%
Forest & Wildlife Ecology	0.50	0.00	2.00	9.00	3.00	3.50	5.3%	0.0%	36.4%
Agronomy	0.50	1.00	1.00	8.00	4.00	2.00	5.9%	20.0%	33.3%
Animal Science	0.00	0.00	2.00	9.60	4.00	3.00	0.0%	0.0%	40.0%
Bacteriology	4.50	1.50	0.00	8.00	2.00	1.00	36.0%	42.9%	0.0%
Biochemistry	6.00	0.50	0.00	22.00	0.00	4.00	21.4%	100.0%	0.0%
Dairy Science	1.00	0.00	1.00	7.40	0.00	1.00	11.9%	N/A	50.0%
Entomology	1.50	2.00	0.00	5.00	2.00	2.00	23.1%	50.0%	0.0%
Food Science	1.00	0.00	0.00	6.00	1.00	1.00	14.3%	0.0%	0.0%
Genetics	0.50	1.50	1.50	10.17	0.50	2.00	4.7%	75.0%	42.9%
Horticulture	0.00	2.00	1.00	5.50	3.00	0.00	0.0%	40.0%	100.0%
Nutritional Sciences	3.00	1.00	0.00	5.50	0.00	1.00	35.3%	100.0%	0.0%
Plant Pathology	3.00	1.00	3.00	4.00	0.00	2.00	42.9%	100.0%	60.0%
Kinesiology	3.00	4.00	1.00	0.00	3.00	3.00	100.0%	57.1%	25.0%
Botany	3.00	2.00	1.50	7.00	0.50	1.00	30.0%	80.0%	60.0%
Communicative Disorders	5.00	2.00	2.00	4.00	0.00	0.00	55.6%	100.0%	100.0%
Zoology	4.00	2.00	1.00	8.00	3.00	2.00	33.3%	40.0%	33.3%
Nelson Institute for Environmental Studies	1.50	2.00	1.50	2.25	1.00	0.50	40.0%	66.7%	75.0%
School of Pharmacy	2.50	2.00	3.00	15.00	4.00	5.00	14.3%	33.3%	37.5%
Anesthesiology	0.00	0.00	0.00	4.50	2.00	0.00	0.0%	0.0%	N/A
Biomolecular Chemistry	2.00	0.80	0.00	5.50	1.75	1.00	26.7%	31.4%	0.0%
Biostatistics & Medical Informatics	1.25	1.50	0.00	6.75	1.50	3.75	15.6%	50.0%	0.0%

Cell & Regenerative Biology	3.00	2.00	1.00	9.00	0.00	0.00	25.0%	100.0%	100.0%
Dermatology	0.00	0.00	0.00	6.00	1.00	0.00	0.0%	0.0%	N/A
Family Medicine	1.00	1.00	0.00	1.75	2.00	1.80	36.4%	33.3%	0.0%
Genetics	0.00	1.50	0.50	2.13	2.50	3.00	0.0%	37.5%	14.3%
Human Oncology	0.00	1.00	0.00	8.05	1.20	2.00	0.0%	45.5%	0.0%
Medical History & Bioethics	2.00	0.50	1.00	1.90	2.00	1.00	51.3%	20.0%	50.0%
Medical Microbiology	3.00	2.20	0.00	6.00	1.00	1.00	33.3%	68.8%	0.0%
Medical Physics	1.00	0.00	1.00	8.90	5.05	3.00	10.1%	0.0%	25.0%
Medicine	2.50	4.00	10.00	21.40	17.75	12.00	10.5%	18.4%	45.5%
Neurological Surgery	0.00	0.00	1.00	3.00	1.00	3.00	0.0%	0.0%	25.0%
Neurology	1.00	0.00	2.00	5.50	0.00	2.00	15.4%	N/A	50.0%
Neuroscience	6.00	1.00	0.00	14.00	3.00	5.00	30.0%	25.0%	0.0%
Obstetrics & Gynecology	1.00	2.00	1.00	5.00	3.00	0.00	16.7%	40.0%	100.0%
Oncology	1.50	3.00	2.00	11.20	1.00	1.00	11.8%	75.0%	66.7%
Ophthalmology & Visual Sciences	3.50	0.00	1.00	10.00	1.00	1.00	25.9%	0.0%	50.0%
Orthopedics & Rehabilitation	1.00	0.00	2.00	3.50	4.00	1.00	22.2%	0.0%	66.7%
Pathology & Laboratory Medicine	4.00	1.00	1.00	6.00	4.00	0.00	40.0%	20.0%	100.0%
Pediatrics	5.50	2.00	5.00	6.20	1.00	5.00	47.0%	66.7%	50.0%
Population Health Sciences	4.30	2.00	3.00	5.00	2.00	4.00	46.2%	50.0%	42.9%
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	8.75	4.20	3.00	0.0%	19.2%	0.0%
Surgery	1.00	2.00	0.00	10.00	2.00	6.00	9.1%	50.0%	0.0%
Urology	0.00	0.00	0.00	3.00	0.00	2.00	0.0%	N/A	0.0%
SMPH Admin	0.00	0.00	0.00	1.00	0.00	0.00	0.0%	N/A	N/A
Comparative Biosciences	2.00	1.00	2.00	5.00	3.00	3.00	28.6%	25.0%	40.0%
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	3.00	1.00	0.0%	40.0%	0.0%
Surgical Sciences	1.00	0.00	0.00	3.00	0.00	0.00	25.0%	N/A	N/A

Social Studies

105.70 42.00 77.50 199.72 53.50 71.70 34.6% 44.0% 51.9%

School of Business	3.75	4.00	4.00	30.17	16.00	11.70	11.1%	20.0%	25.5%
Agricultural & Applied Economics	0.00	1.00	2.00	9.90	4.00	2.00	0.0%	20.0%	50.0%
Community & Environmental Sociology	2.00	0.00	3.00	6.00	1.00	0.00	25.0%	0.0%	100.0%
Landscape Architecture	1.00	2.00	1.00	1.00	1.00	1.00	50.0%	66.7%	50.0%
Life Sciences Communication	3.00	2.00	0.00	2.00	1.00	1.00	60.0%	66.7%	0.0%
Urban & Regional Planning	0.00	0.00	1.00	1.00	0.00	2.00	0.0%	N/A	33.3%
Professional Development & Applied Studies	1.00	0.00	0.00	2.00	0.00	0.00	33.3%	N/A	N/A
Counseling Psychology	1.00	1.00	2.00	3.00	1.00	0.00	25.0%	50.0%	100.0%
Curriculum & Instruction	7.25	3.00	7.00	7.15	1.00	2.00	50.3%	75.0%	77.8%
Educational Policy Studies	2.00	1.00	2.00	3.00	1.00	1.00	40.0%	50.0%	66.7%
Educational Psychology	4.00	1.00	1.00	8.00	1.00	2.00	33.3%	50.0%	33.3%
Educational Leadership & Policy Analysis	4.00	0.00	1.00	5.00	2.00	1.00	44.4%	0.0%	50.0%
Rehabilitation Psychology & Special Education	3.00	1.00	1.00	3.00	0.00	2.00	50.0%	100.0%	33.3%
Afro-American Studies	2.50	1.00	2.00	2.25	0.00	0.00	52.6%	100.0%	100.0%
Anthropology	6.00	1.00	1.00	5.00	3.00	1.00	54.5%	25.0%	50.0%
Communication Arts	3.00	3.00	2.00	8.00	2.00	2.00	27.3%	60.0%	50.0%
Economics	0.20	0.00	5.00	16.83	2.00	10.00	1.2%	0.0%	33.3%
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	2.50	9.00	0.00	4.00	10.0%	N/A	38.5%

School of Journalism & Mass Communication	3.00	0.00	4.00	8.50	1.00	1.00	26.1%	0.0%	80.0%
LaFollette School of Public Affairs	1.00	2.00	0.00	5.00	1.50	2.25	16.7%	57.1%	0.0%
School of Library & Information Studies	1.00	3.00	2.00	0.50	0.00	2.00	66.7%	100.0%	50.0%
Political Science	3.00	2.00	2.00	15.00	2.00	9.75	16.7%	50.0%	17.0%
Psychology	13.00	0.00	6.00	13.00	2.00	3.00	50.0%	0.0%	66.7%
Social Work	5.50	3.00	2.00	3.00	1.00	1.00	64.7%	75.0%	66.7%
Sociology	5.00	3.00	4.00	13.42	2.00	4.00	27.1%	60.0%	50.0%
Urban & Regional Planning	0.00	0.00	0.00	2.75	1.00	0.00	0.0%	0.0%	N/A
Law School	7.50	2.00	7.00	10.25	5.00	3.00	42.3%	28.6%	70.0%
School of Nursing	7.50	4.00	5.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
School of Human Ecology	14.00	2.00	8.00	6.00	2.00	3.00	70.0%	50.0%	72.7%

Humanities **91.25** **40.50** **34.00** **123.23** **38.00** **32.00** **42.5%** **51.6%** **51.5%**

Liberal Studies & the Arts	3.80	0.00	0.00	0.00	0.00	0.00	100.0%	N/A	N/A
Art	6.00	2.00	2.00	11.00	3.00	6.00	35.3%	40.0%	25.0%
Dance	1.00	0.00	4.00	2.00	0.00	1.00	33.3%	N/A	80.0%
African Languages & Literature	1.00	0.00	0.00	2.50	0.00	2.00	28.6%	N/A	0.0%
Art History	5.00	4.00	1.00	3.75	0.00	0.00	57.1%	100.0%	100.0%
Classics	2.00	0.00	0.00	2.00	1.00	2.00	50.0%	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	2.00	1.00	2.00	3.00	66.7%	66.7%	40.0%
English	18.20	4.00	7.00	10.30	8.00	1.00	63.9%	33.3%	87.5%
French & Italian	3.00	3.00	3.00	9.25	1.00	0.00	24.5%	75.0%	100.0%
German	3.00	2.00	0.00	6.35	2.00	0.00	32.1%	50.0%	N/A
Hebrew & Semitic Studies	1.00	0.00	0.00	0.00	1.00	3.00	100.0%	0.0%	0.0%
History of Science	1.00	1.00	0.00	2.50	2.00	0.00	28.6%	33.3%	N/A
History	10.00	4.00	4.00	17.00	4.00	4.00	37.0%	50.0%	50.0%
Languages & Cultures of Asia	2.00	3.00	0.00	3.33	1.00	0.00	37.5%	75.0%	N/A
Linguistics	3.00	0.00	0.00	2.00	0.00	0.00	60.0%	N/A	N/A
Philosophy	2.00	0.00	1.00	10.00	0.00	3.00	16.7%	N/A	25.0%
Scandinavian Studies	2.00	0.00	1.00	2.00	0.00	0.00	50.0%	N/A	100.0%
School of Music	11.50	2.00	1.00	27.00	3.00	1.00	29.9%	40.0%	50.0%
Slavic Languages	2.00	1.00	1.00	4.00	1.00	0.00	33.3%	50.0%	100.0%
Spanish & Portuguese	4.00	6.00	2.00	6.00	4.00	5.00	40.0%	60.0%	28.6%
Theatre & Drama	5.75	2.00	0.00	1.00	3.00	1.00	85.2%	40.0%	0.0%
Gender & Women's Studies	1.00	2.50	5.00	0.00	0.00	0.00	100.0%	100.0%	100.0%

SOURCE: October 2011 HRS 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. 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, 2011

2007 - 2011

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	22	21	95.5%	69	65	94.2%
Biological Sciences	36	36	100.0%	71	69	97.2%
Social Studies	42	38	90.5%	36	34	94.4%
Humanities	33	33	100.0%	32	30	93.8%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2011

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	10.0%	15.0%	75.0%	57	8.8%	12.3%	78.9%
2007-11	14	92.9%	7.1%	0.0%	55	72.7%	10.9%	16.4%

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	0.0%	22.7%	77.3%	84	0.0%	27.4%	72.6%
2003-07	31	22.6%	12.9%	64.5%	58	20.7%	17.2%	62.1%
2007-11	30	93.3%	0.0%	6.7%	63	88.9%	4.8%	6.3%

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	51	2.0%	51.0%	47.1%	79	0.0%	35.4%	64.6%
2003-07	62	24.2%	25.8%	50.0%	46	19.6%	32.6%	47.8%
2007-11	49	63.3%	12.2%	6.1%	54	75.9%	13.0%	11.1%

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	48	0.0%	12.5%	87.5%	43	0.0%	20.9%	79.1%
2003-07	26	7.7%	19.2%	73.1%	26	15.4%	19.2%	65.4%
2007-11	31	74.2%	12.9%	12.9%	22	86.4%	9.1%	4.5%

SOURCE: UW Madison Tenure file and HRS appointment information system

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 between May 2007 and May 2011.

Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2011

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	15.0	7.0	2.0	13.0	21.0	7.0	3.0	61.5%	71.4%	100.0%	66.7%
Biological Sciences	9.0	17.0	10.0	3.0	12.0	20.0	9.0	3.0	75.0%	85.0%	111.1%	100.0%
Social Studies	9.0	19.0	8.0	3.0	11.0	18.0	8.0	2.0	81.8%	105.6%	100.0%	150.0%
Humanities	11.0	19.0	8.0	1.0	14.0	21.0	7.5	1.5	78.6%	90.5%	66.7%	66.7%

SOURCE: October 2011 HRS Frozen slice

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

Table 5b. Attrition by Gender, 2010-2011

	Headcounts			%		
	Retired	Resigned	2010 Total Faculty	Retired	Resigned	Left UW
Total	127	68	2,176	5.8%	3.1%	9.0%
Women	29	27	674	4.3%	4.0%	8.3%
Men	98	41	1,502	6.5%	2.7%	9.3%
Physical Sciences						
Women	1	0	72	1.4%	0.0%	1.4%
Men	19	8	424	4.5%	1.9%	6.4%
Biological Sciences						
Women	5	8	176	2.8%	4.5%	7.4%
Men	34	16	521	6.5%	3.1%	9.6%
Social Studies						
Women	15	13	233	6.4%	5.6%	12.0%
Men	30	14	340	8.8%	4.1%	12.9%
Humanities						
Women	8	6	193	4.1%	3.1%	7.3%
Men	15	3	217	6.9%	1.4%	8.3%

SOURCE: HRS appointment system, Feb. 2011

NOTES:

Year is measured from July 1 through June 30.

Retired=all faculty who were age 55 or older at the time of termination.

Resigned=all faculty who were less than 55 years old at the time of termination.

Discipline is assigned based on appointment major department.

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

Table 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2008

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching					#DIV/0!
Research					#DIV/0!
Clinical					N/A
Biological Sciences					
Teaching					#DIV/0!
Research					#DIV/0!
Clinical					#DIV/0!
Social Studies					
Teaching					#DIV/0!
Research					#DIV/0!
Clinical					#DIV/0!
Humanities					
Teaching					#DIV/0!
Research					#DIV/0!
Clinical					N/A
Administrative Units					
Teaching					#DIV/0!
Research					#DIV/0!
Clinical					#DIV/0!

SOURCE: October Payroll 2007

NOTE:

Includes only paid appointments. Discipline is assigned based on payroll department. Administrative units are primarily Dean's offices. Teaching titles include Lecturer and Faculty Associate; Research titles include Researcher, Scientist, Visiting Scientist, Instrument Innovator, Research Animal Veterinarian; Clinical titles include Clinical Professor and Professor (CHS).

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

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2011

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	32	251	11.3%	4	15	21.1%	12.5%	6.0%
Biological Sciences	92	349	20.9%	8	33	19.5%	8.7%	9.5%
Social Studies	83	169	32.9%	12.5	21.5	36.8%	15.1%	12.7%
Humanities	88	123	41.7%	14	8	63.6%	15.9%	6.5%
Total	295	892	24.9%	38.5	77.5	33.2%	13.1%	8.7%

SOURCE: HRS appointment system frozen slice, October 2011.

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., 2 chairs in 2011) hold the rank of associate professor or emeritus 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, 2011

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	33	277	10.6%	1	7	12.5%	3.0%	2.5%
Biological Sciences	79	316	20.0%	6	17	26.1%	7.6%	5.4%
Social Studies	103	194	34.7%	15	10	60.0%	14.6%	5.2%
Humanities	106	136	43.8%	1	3	25.0%	0.9%	2.2%
Total	321	923	25.8%	23	37	38.3%	7.2%	4.0%

SOURCE: HRS Frozen Appointment Data view, October 2011.

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, 2011

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	33	277	10.6%	0	0	N/A	0.0%	0.0%
Biological Sciences	79	316	20.0%	0	1	0.0%	0.0%	0.3%
Social Studies	103	194	34.7%	0	2	0.0%	0.0%	1.0%
Humanities	106	136	43.8%	0	1	0.0%	0.0%	0.7%
Total	321	923	25.8%	0	4	0.0%	0.0%	0.4%

SOURCE: HRS Frozen Appointment Data view, October 2011.

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, 2011

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	33	277	10.6%	0	7	0.0%	0.0%	2.5%
Biological Sciences	79	316	20.0%	2	9	18.2%	2.5%	2.8%
Social Studies	103	194	34.7%	9	14	39.1%	8.7%	7.2%
Humanities	106	136	43.8%	10	8	55.6%	9.4%	5.9%
Total	321	923	25.8%	21	38	35.6%	6.5%	4.1%

SOURCE: HRS appointment system frozen slice, October 2011.

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, 2011

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	6	9	40.0%
Hilldale Professors	2	10	16.7%
John Bascom Professors	0	3	0.0%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	18	30	37.5%
Steenbock Professors	1	7	12.5%
WARF Professorships	11	24	31.4%
Wisconsin Distinguished Professors	0	6	0.0%
Other named professorships	53	236	18.3%
Holds two named professorships	16	56	22.2%
New named professorships	6	25	19.4%
Number holding named professorships	78	272	22.3%
Full Professors at UW-Madison	321	923	25.8%
Major Awards			
Vilas Associate Award	10	16	38.5%
Hilldale Award	2	2	50.0%
H. I. Romnes Faculty Fellowship	3	10	23.1%
WARF Kellett Mid-Career Award	5	6	45.5%
Tenured Professors at UW-Madison	484	1192	28.9%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2011.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2011; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2011.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Influential Committees, 2011

	Women	Men	% Female
Faculty Senate			
Physical Sciences	9	32	22.0%
Biological Sciences	20	51	28.2%
Social Studies	20	33	37.7%
Arts & Humanities	17.5	16.5	51.5%
Senators (total)	66.5	132.5	33.4%
Physical Sciences	2	35	5.4%
Biological Sciences	16	52	23.5%
Social Studies	19.5	24	44.8%
Arts & Humanities	10	21	32.3%
Alternates (Total)	47.5	132	26.5%
Athletic Board	3	8	27.3%
Campus Planning Committee	2	10	16.7%
Divisional Executive Committees*			
Physical Sciences	4	8	33.3%
Bio. Sciences, Curriculum Planning	1	7	12.5%
Bio. Sciences, Tenure	5	7	41.7%
Social Studies	3	9	25.0%
Arts & Humanities	5	7	41.7%
Faculty Compensation and Economic Benefits Commission*	3	6	33.3%
Faculty Rights and Responsibilities Committee*	5	4	55.6%
Library Committee*	2	6	25.0%
University Committee*	3	4	42.9%
University Academic Planning Council	3.5	9.5	26.9%
Graduate School Academic Planning Council	0	6	0.0%
Graduate School Executive Committee			
Physical Sciences	1.5	3.5	30.0%
Biological Sciences	2	3	40.0%
Social Studies	0	6	0.0%
Arts & Humanities	2	3	40.0%
Graduate School Research Committee			
Physical Sciences	1.5	8.5	15.0%
Biological Sciences	3	8	27.3%
Social Studies	2	8	20.0%
Arts & Humanities	6	4	60.0%
All Faculty	670	1466	31.4%
Physical Sciences	73	417	14.9%
Biological Sciences	180	514	25.9%
Social Studies	223	320	41.1%
Arts & Humanities	194	215	47.4%

SOURCE: 2011-2012 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty. Snapshots, July 2012. Totals from HRS appointment system frozen slice October 2011.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2011. 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), 2011

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$94,610	\$105,273	89.9%
Biological Systems Engineering	70,949	96,478	73.5%
Soil Science	90,000	86,034	104.6%
Biomedical Engineering	100,000	116,000	86.2%
Chemical & Biological Engineering	101,530	117,000	86.8%
Civil & Environmental Engineering	107,000	103,909	103.0%
Electrical & Computer Engineering	104,000	118,000	88.1%
Engineering Physics	120,299	126,276	95.3%
Engineering Professional Development	N/A	103,084	N/A
Industrial & Systems Engineering	139,187	114,100	122.0%
Materials Science & Engineering	103,000	106,325	96.9%
Mechanical Engineering	109,000	111,983	97.3%
Astronomy	85,154	92,534	92.0%
Atmospheric & Oceanic Sciences	82,050	100,000	82.1%
Chemistry	106,807	113,112	94.4%
Computer Sciences	107,308	123,020	87.2%
Geoscience	78,065	87,729	89.0%
Mathematics	90,337	91,852	98.4%
Physics	110,034	101,837	108.0%
Statistics	94,610	96,000	98.6%
Biological Sciences	\$90,000	\$96,365	93.4%
Forest & Wildlife Ecology	84,755	84,679	100.1%
Agronomy	82,783	82,238	100.7%
Animal Science	71,933	85,581	84.1%
Bacteriology	106,813	106,185	100.6%
Biochemistry	101,216	120,085	84.3%
Dairy Science	91,552	94,671	96.7%
Entomology	76,437	93,221	82.0%
Food Science	85,390	98,203	87.0%
Genetics	79,627	124,729	63.8%
Horticulture	71,533	91,517	78.2%
Nutritional Sciences	84,775	106,933	79.3%
Plant Pathology	71,384	84,006	85.0%
Kinesiology	68,473	65,827	104.0%
Botany	72,616	97,830	74.2%
Communicative Disorders	111,448	98,756	112.9%
Zoology	90,124	91,000	99.0%
Nelson Institute for Environmental Studies	89,725	96,774	92.7%
School of Pharmacy	78,319	108,633	72.1%
Anesthesiology	N/A	98,652	N/A
Biomolecular Chemistry	98,886	114,545	86.3%
Biostatistics & Medical Informatics	96,644	115,280	83.8%
Cell & Regenerative Biology	94,962	128,625	73.8%

Dermatology	N/A	107,405	N/A
Family Medicine	118,134	78,149	151.2%
Genetics	87,127	81,731	106.6%
Human Oncology	75,269	93,606	80.4%
Medical History & Bioethics	92,203	75,369	122.3%
Medical Microbiology	119,657	107,904	110.9%
Medical Physics	103,089	95,995	107.4%
Medicine	81,818	88,671	92.3%
Neurological Surgery	69,117	70,194	98.5%
Neurology	69,959	104,548	66.9%
Neuroscience	127,319	111,558	114.1%
Obstetrics & Gynecology	72,891	99,331	73.4%
Oncology	88,346	124,452	71.0%
Ophthalmology & Visual Sciences	107,468	119,484	89.9%
Orthopedics & Rehabilitation	57,355	88,489	64.8%
Pathology & Laboratory Medicine	109,227	113,129	96.6%
Pediatrics	96,130	94,291	101.9%
Population Health Sciences	106,688	104,700	101.9%
Psychiatry	93,467	80,762	115.7%
Radiology	125,395	81,818	153.3%
Surgery	102,273	81,818	125.0%
Urology	N/A	98,182	N/A
SMPH Admin	N/A	124,051	N/A
Comparative Biosciences	90,000	91,107	98.8%
Medical Sciences	97,306	96,371	101.0%
Pathobiological Sciences	98,817	111,828	88.4%
Surgical Sciences	96,869	96,545	100.3%

Social Studies	\$88,212	\$107,458	82.1%
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School of Business	180,000	190,000	94.7%
Agricultural & Applied Economics	95,700	98,397	97.3%
Community & Environmental Sociology	80,000	83,863	95.4%
Landscape Architecture	71,553	66,111	108.2%
Life Sciences Communication	81,105	105,013	77.2%
Urban & Regional Planning	61,867	64,870	95.4%
Professional Development & Applied Studies	79,382	82,799	95.9%
Counseling Psychology	65,119	88,784	73.3%
Curriculum & Instruction	81,048	89,573	90.5%
Educational Policy Studies	77,759	98,280	79.1%
Educational Psychology	81,066	100,590	80.6%
Educational Leadership & Policy Analysis	88,888	97,312	91.3%
Rehabilitation Psychology & Special Education	84,192	82,179	102.4%
Afro-American Studies	65,787	110,779	59.4%
Anthropology	80,330	74,332	108.1%
Communication Arts	75,166	85,345	88.1%
Economics	117,500	215,000	54.7%
Ethnic Studies	102,500	N/A	N/A
Geography	68,000	78,478	86.6%
School of Journalism & Mass Communication	73,000	96,380	75.7%
LaFollette School of Public Affairs	129,883	121,033	107.3%
School of Library & Information Studies	72,899	70,000	104.1%

Political Science	110,000	100,946	109.0%
Psychology	101,023	121,245	83.3%
Social Work	86,074	115,000	74.8%
Sociology	89,315	94,406	94.6%
Urban & Regional Planning	N/A	76,731	N/A
Law School	136,776	145,745	93.8%
School of Nursing	82,023	N/A	N/A
School of Human Ecology	81,113	91,908	88.3%
Humanities	\$77,608	\$79,152	98.0%
Liberal Studies & the Arts	73,611	N/A	N/A
Art	74,140	69,767	106.3%
Dance	52,000	66,365	78.4%
African Languages & Literature	87,838	89,739	97.9%
Art History	82,417	87,326	94.4%
Classics	112,435	66,757	168.4%
Comparative Literature	99,164	58,885	168.4%
East Asian Languages & Literature	61,728	58,212	106.0%
English	85,000	90,000	94.4%
French & Italian	64,000	86,142	74.3%
German	80,139	81,084	98.8%
Hebrew & Semitic Studies	90,110	62,000	145.3%
History of Science	77,442	89,741	86.3%
History	84,853	90,000	94.3%
Languages & Cultures of Asia	78,000	85,422	91.3%
Linguistics	91,050	107,714	84.5%
Philosophy	74,398	86,878	85.6%
Scandinavian Studies	77,422	86,137	89.9%
School of Music	76,961	80,442	95.7%
Slavic Languages	78,028	86,210	90.5%
Spanish & Portuguese	65,049	64,102	101.5%
Theatre & Drama	77,891	65,251	119.4%
Gender & Women's Studies	64,000	N/A	N/A

SOURCE: October 2011 HRS 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), 2011

Division/Department	Women's Median Salary			Men's Median Salary			Women's Median Salary as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	\$121,198	\$94,100	\$83,000	\$122,000	\$98,980	\$84,245	99.3%	95.1%	98.5%
Biological Systems Engineering	N/A	73,989	67,909	98,573	72,299	106,224	N/A	102.3%	63.9%
Soil Science	101,034	82,407	N/A	88,138	78,287	69,583	114.6%	105.3%	N/A
Biomedical Engineering	N/A	105,000	91,326	141,759	115,000	90,000	N/A	91.3%	101.5%
Chemical & Biological Engineering	118,225	N/A	84,834	155,247	108,669	84,834	76.2%	N/A	100.0%
Civil & Environmental Engineering	125,000	107,000	85,000	128,400	98,990	89,739	97.4%	108.1%	94.7%
Electrical & Computer Engineering	128,992	101,500	92,000	121,575	94,600	94,000	106.1%	107.3%	97.9%
Engineering Physics	120,299	N/A	N/A	139,009	103,121	90,718	86.5%	N/A	N/A
Engineering Professional Development	N/A	N/A	N/A	116,933	N/A	90,000	N/A	N/A	N/A
Industrial & Systems Engineering	139,187	N/A	86,500	140,000	106,859	92,000	99.4%	N/A	94.0%
Materials Science & Engineering	129,000	101,213	N/A	155,000	106,000	91,688	83.2%	95.5%	N/A
Mechanical Engineering	140,881	93,842	N/A	122,966	102,100	87,302	114.6%	91.9%	N/A
Astronomy	89,405	85,154	74,000	115,535	83,722	79,623	77.4%	101.7%	92.9%
Atmospheric & Oceanic Sciences	N/A	94,100	70,000	103,821	100,000	85,000	N/A	94.1%	82.4%
Chemistry	106,807	N/A	72,000	125,692	88,438	70,685	85.0%	N/A	101.9%
Computer Sciences	122,000	83,420	90,959	140,100	103,482	96,500	87.1%	80.6%	94.3%
Geoscience	78,065	N/A	N/A	94,095	72,298	68,550	83.0%	N/A	N/A
Mathematics	90,337	92,695	82,500	103,609	84,100	77,000	87.2%	110.2%	107.1%
Physics	190,000	87,813	74,332	116,613	79,037	71,713	162.9%	111.1%	103.7%
Statistics	101,184	92,000	65,590	123,386	81,574	78,000	82.0%	112.8%	84.1%
Biological Sciences	\$110,455	\$84,474	\$72,835	\$114,134	\$81,924	\$75,603	96.8%	103.1%	96.3%
Forest & Wildlife Ecology	86,798	N/A	84,266	92,045	73,127	82,500	94.3%	N/A	102.1%
Agronomy	168,245	71,930	82,783	86,413	81,721	67,368	194.7%	88.0%	122.9%
Animal Science	N/A	N/A	71,933	92,540	77,416	65,170	N/A	N/A	110.4%
Bacteriology	108,225	75,436	N/A	107,097	95,115	85,000	101.1%	79.3%	N/A
Biochemistry	101,216	92,695	N/A	127,112	N/A	83,000	79.6%	N/A	N/A
Dairy Science	99,104	N/A	84,000	94,671	N/A	65,455	104.7%	N/A	128.3%
Entomology	95,803	74,674	N/A	101,118	78,016	67,311	94.7%	95.7%	N/A
Food Science	85,390	N/A	N/A	106,319	99,950	65,455	80.3%	N/A	N/A
Genetics	168,245	79,627	67,909	125,130	83,096	85,000	134.5%	95.8%	79.9%
Horticulture	N/A	74,109	60,955	97,176	82,888	N/A	N/A	89.4%	N/A
Nutritional Sciences	86,265	72,032	N/A	106,933	N/A	75,668	80.7%	N/A	N/A
Plant Pathology	100,776	71,384	67,000	94,060	N/A	63,677	107.1%	N/A	105.2%
Kinesiology	89,752	67,232	59,588	N/A	70,370	59,565	N/A	95.5%	100.0%
Botany	103,543	71,555	55,394	115,591	77,382	70,000	89.6%	92.5%	79.1%
Communicative Disorders	132,000	113,474	64,298	98,756	N/A	N/A	133.7%	N/A	N/A
Zoology	91,969	81,632	78,000	100,477	71,892	76,500	91.5%	113.5%	102.0%
Nelson Institute for Environmental Studies	116,182	104,863	65,538	103,492	73,977	65,538	112.3%	141.8%	100.0%
School of Pharmacy	100,161	97,580	74,000	122,404	85,057	74,000	81.8%	114.7%	100.0%
Anesthesiology	N/A	N/A	N/A	109,576	78,980	N/A	N/A	N/A	N/A

Biomolecular Chemistry	104,231	85,966	N/A	124,196	90,189	73,182	83.9%	95.3%	N/A
Biostatistics & Medical Informatics	139,016	96,644	N/A	126,350	92,421	88,420	110.0%	104.6%	N/A
Cell & Regenerative Biology	107,427	87,181	73,182	128,625	N/A	N/A	83.5%	N/A	N/A
Dermatology	N/A	N/A	N/A	110,336	86,752	N/A	N/A	N/A	N/A
Family Medicine	140,317	95,951	N/A	142,085	92,295	78,149	98.8%	104.0%	N/A
Genetics	N/A	94,091	68,225	102,621	81,731	78,329	N/A	115.1%	87.1%
Human Oncology	N/A	75,269	N/A	125,697	82,551	79,773	N/A	91.2%	N/A
Medical History & Bioethics	123,317	67,665	65,455	153,209	75,017	61,364	80.5%	90.2%	106.7%
Medical Microbiology	121,425	85,966	N/A	113,109	96,680	78,545	107.4%	88.9%	N/A
Medical Physics	124,086	N/A	82,091	98,836	98,541	77,727	125.5%	N/A	105.6%
Medicine	139,696	95,685	75,682	139,015	87,324	69,545	100.5%	109.6%	108.8%
Neurological Surgery	N/A	N/A	69,117	65,373	104,564	70,194	N/A	N/A	98.5%
Neurology	122,727	N/A	67,707	109,618	N/A	67,435	112.0%	N/A	100.4%
Neuroscience	130,757	90,000	N/A	131,042	85,115	73,636	99.8%	105.7%	N/A
Obstetrics & Gynecology	140,399	71,226	72,000	107,541	75,265	N/A	130.6%	94.6%	N/A
Oncology	130,909	88,346	78,271	125,242	83,347	71,591	104.5%	106.0%	109.3%
Ophthalmology & Visual Sciences	107,468	N/A	57,273	125,350	67,650	90,000	85.7%	N/A	63.6%
Orthopedics & Rehabilitation	57,355	N/A	65,637	101,107	74,200	74,373	56.7%	N/A	88.3%
Pathology & Laboratory Medicine	109,227	112,636	73,636	158,195	78,800	N/A	69.0%	142.9%	N/A
Pediatrics	122,727	74,582	71,182	116,724	67,170	81,818	105.1%	111.0%	87.0%
Population Health Sciences	126,618	108,601	75,860	151,364	90,307	78,323	83.7%	120.3%	96.9%
Psychiatry	135,488	82,454	73,636	174,161	69,892	68,087	77.8%	118.0%	108.2%
Radiology	N/A	125,395	N/A	90,864	71,159	81,818	N/A	176.2%	N/A
Surgery	57,355	107,579	N/A	91,789	51,083	81,818	62.5%	210.6%	N/A
Urology	N/A	N/A	N/A	139,091	N/A	68,359	N/A	N/A	N/A
SMPH Admin	N/A	N/A	N/A	124,051	N/A	N/A	N/A	N/A	N/A
Comparative Biosciences	103,742	83,832	85,000	131,992	83,831	80,000	78.6%	100.0%	106.3%
Medical Sciences	116,062	78,424	80,386	116,785	80,120	76,909	99.4%	97.9%	104.5%
Pathobiological Sciences	N/A	98,817	N/A	120,661	77,424	85,000	N/A	127.6%	N/A
Surgical Sciences	96,869	N/A	N/A	96,545	N/A	N/A	100.3%	N/A	N/A

Social Studies	\$109,700	\$81,630	\$68,521	\$117,614	\$108,413	\$78,000	93.3%	75.3%	87.8%
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School of Business	239,200	182,789	140,250	205,556	168,408	165,000	116.4%	108.5%	85.0%
Agricultural & Applied Economics	N/A	121,100	88,621	117,000	98,680	90,000	N/A	122.7%	98.5%
Community & Environmental Sociology	107,464	N/A	69,781	87,395	75,863	N/A	123.0%	N/A	N/A
Landscape Architecture	102,741	71,553	59,658	94,347	66,111	65,941	108.9%	108.2%	90.5%
Life Sciences Communication	81,105	78,640	N/A	128,632	N/A	66,889	63.1%	N/A	N/A
Urban & Regional Planning	N/A	N/A	61,867	99,833	N/A	64,306	N/A	N/A	96.2%
Professional Development & Applied Studies	79,382	N/A	N/A	82,799	N/A	N/A	95.9%	N/A	N/A
Counseling Psychology	91,813	64,237	65,000	93,064	84,503	N/A	98.7%	76.0%	N/A
Curriculum & Instruction	85,112	73,910	68,000	106,724	85,000	61,787	79.7%	87.0%	110.1%
Educational Policy Studies	95,429	77,759	59,724	98,280	135,004	60,000	97.1%	57.6%	99.5%
Educational Psychology	93,846	74,052	59,501	104,845	N/A	64,440	89.5%	N/A	92.3%
Educational Leadership & Policy Analysis	89,563	N/A	60,000	105,378	85,000	63,000	85.0%	N/A	95.2%
Rehabilitation Psychology & Special Education	86,533	71,193	60,000	91,768	N/A	60,000	94.3%	N/A	100.0%
Afro-American Studies	117,040	65,787	62,942	110,779	N/A	N/A	105.7%	N/A	N/A
Anthropology	84,389	72,911	65,000	82,220	66,363	65,000	102.6%	109.9%	100.0%
Communication Arts	103,333	73,747	71,500	89,582	71,401	69,500	115.4%	103.3%	102.9%

Economics	133,283	N/A	117,500	247,600	202,500	105,365	53.8%	N/A	111.5%
Ethnic Studies	102,500	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	88,724	N/A	68,000	88,427	N/A	69,000	100.3%	N/A	98.6%
School of Journalism & Mass Communication	127,778	N/A	65,348	101,376	77,000	68,000	126.0%	N/A	96.1%
LaFollette School of Public Affairs	153,503	115,940	N/A	134,643	78,981	75,621	114.0%	146.8%	N/A
School of Library & Information Studies	97,474	73,798	70,910	103,889	N/A	68,832	93.8%	N/A	103.0%
Political Science	144,883	106,226	70,293	117,971	98,886	78,000	122.8%	107.4%	90.1%
Psychology	133,023	N/A	73,500	148,500	82,333	80,000	89.6%	N/A	91.9%
Social Work	122,222	86,074	71,800	126,052	110,000	77,000	97.0%	78.2%	93.2%
Sociology	132,778	81,630	70,888	108,336	75,820	73,766	122.6%	107.7%	96.1%
Urban & Regional Planning	N/A	N/A	N/A	87,367	76,731	N/A	N/A	N/A	N/A
Law School	144,662	139,146	104,424	151,239	135,221	110,000	95.7%	102.9%	94.9%
School of Nursing	110,362	79,900	72,720	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	98,185	102,321	65,000	93,581	76,818	94,000	104.9%	133.2%	69.1%
Humanities	\$86,433	\$66,848	\$61,000	\$87,879	\$66,497	\$59,000	98.4%	100.5%	103.4%
Liberal Studies & the Arts	73,611	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Art	76,309	65,518	62,500	76,148	66,327	59,913	100.2%	98.8%	104.3%
Dance	83,701	N/A	52,000	71,665	N/A	56,000	116.8%	N/A	92.9%
African Languages & Literature	87,838	N/A	N/A	117,715	N/A	55,038	74.6%	N/A	N/A
Art History	85,046	75,179	63,000	87,326	N/A	N/A	97.4%	N/A	N/A
Classics	112,435	N/A	N/A	89,930	66,757	58,000	125.0%	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	92,108	60,590	58,000	121,687	74,462	53,373	75.7%	81.4%	108.7%
English	90,500	79,785	61,498	113,388	75,000	68,500	79.8%	106.4%	89.8%
French & Italian	81,400	63,659	56,500	87,801	59,671	N/A	92.7%	106.7%	N/A
German	81,778	65,755	N/A	82,817	69,025	N/A	98.7%	95.3%	N/A
Hebrew & Semitic Studies	90,110	N/A	N/A	N/A	77,777	59,000	N/A	N/A	N/A
History of Science	90,896	63,987	N/A	91,854	63,131	N/A	99.0%	101.4%	N/A
History	91,422	84,853	63,767	93,737	85,550	72,500	97.5%	99.2%	88.0%
Languages & Cultures of Asia	89,120	78,000	N/A	85,422	66,260	N/A	104.3%	117.7%	N/A
Linguistics	91,050	N/A	N/A	107,714	N/A	N/A	84.5%	N/A	N/A
Philosophy	85,721	N/A	70,000	123,379	N/A	70,000	69.5%	N/A	100.0%
Scandinavian Studies	88,525	N/A	66,812	86,137	N/A	N/A	102.8%	N/A	N/A
School of Music	79,903	62,614	57,928	82,631	63,743	59,000	96.7%	98.2%	98.2%
Slavic Languages	104,902	69,000	55,000	90,013	60,013	N/A	116.5%	115.0%	N/A
Spanish & Portuguese	90,749	59,773	60,000	82,200	64,056	59,000	110.4%	93.3%	101.7%
Theatre & Drama	79,099	62,519	N/A	81,206	65,251	61,000	97.4%	95.8%	N/A
Gender & Women's Studies	91,425	67,665	64,000	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2011 HRS 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, 2008-2011

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	23	64	26.4%	12	52.2%	45	70.3%
College of Engineering*	8	13	38.1%	4	50.0%	12	92.3%
Letters & Sciences*	14	49	22.2%	7	50.0%	31	63.3%
College of Agricultural & Life Sciences	1	2	33.3%	1	100.0%	2	100.0%
Biological Sciences	42	82	33.9%	31	73.8%	68	82.9%
Letters & Sciences	1	3	25.0%	1	100.0%	3	100.0%
School of Veterinary Medicine	4	7	36.4%	3	75.0%	5	71.4%
School of Pharmacy	4	5	44.4%	2	50.0%	3	60.0%
Medical School*	19	47	28.8%	15	78.9%	38	80.9%
College of Agricultural & Life Sciences	14	20	41.2%	10	71.4%	19	95.0%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	3	13	18.8%	1	33.3%	9	69.2%
College of Engineering	3	5	37.5%	1	33.3%	4	80.0%
Letters & Sciences	0	6	0.0%	N/A	N/A	3	50.0%
College of Agricultural & Life Sciences	0	2	0.0%	N/A	N/A	2	N/A
Biological Sciences	10	20	33.3%	8	80.0%	15	75.0%
Letters & Sciences	0	0	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	1	2	33.3%	1	100.0%	1	50.0%
School of Pharmacy	0	0	N/A	N/A	N/A	N/A	N/A
Medical School	9	16	36.0%	7	77.8%	13	81.3%
College of Agricultural & Life Sciences	0	2	0.0%	N/A	N/A	1	50.0%

* One offer decision is pending.

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2008-2011

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	\$79 - \$119	\$100,222	\$85 - \$155	100.0%	\$101,139	\$83 - \$109	\$101,444	\$85 - \$155	99.7%
College of Engineering	\$105,111	\$100 - \$109	\$107,556	\$104 - \$128	97.7%	\$106,333	\$101 - \$109	\$107,556	\$104 - \$128	98.9%
Letters & Sciences	\$92,278	\$79 - \$119	\$95,333	\$86 - \$119	96.8%	\$100,222	\$86 - \$108	\$95,333	\$86 - \$118	105.1%
College of Agricultural & Life Sciences	\$83,000	\$83	\$120,000	\$85 - \$155	107.1%	\$83,000	\$83	\$120,000	\$85 - \$155	N/A
Biological Sciences	\$88,750	\$58 - \$250	\$95,000	\$47 - \$400	93.4%	\$87,000	\$58 - \$250	\$95,000	\$47 - \$180	91.6%
Letters & Sciences	\$95,333	\$95	\$91,667	\$86 - \$95	104.0%	\$95,333	\$95	\$91,667	\$86 - \$95	104.0%
School of Veterinary Medicine	\$94,889	\$87 - \$110	\$97,778	\$92 - \$150	97.0%	\$97,778	\$87 - \$110	\$97,778	\$94 - \$150	100.0%
School of Pharmacy	\$88,500	\$83 - \$90	\$90,000	\$84 - \$90	98.3%	\$88,722	\$87 - \$90	\$90,444	\$84 - \$90	98.1%
Medical School	\$95,000	\$58 - \$250	\$95,000	\$47 - \$400	100.0%	\$95,000	\$58 - \$250	\$95,000	\$47 - \$180	100.0%
College of Agricultural & Life Sciences	\$84,333	\$71 - \$105	\$101,139	\$68 - \$112	83.4%	\$82,444	\$71 - \$104	\$101,139	\$68 - \$112	81.5%
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	\$158,889	\$116 - \$298	76.9%	\$122,222	\$122	\$140,556	\$116 - \$298	87.0%
College of Engineering	\$122,222	\$122	\$140,556	\$126 - \$165	87.0%	\$122,222	\$122	\$133,778	\$126 - \$165	91.4%
Letters & Sciences	N/A	N/A	\$189,444	\$134 - \$298	N/A	N/A	N/A	\$140,556	\$134 - \$298	N/A
College of Agricultural & Life Sciences	N/A	N/A	\$143,611	\$116 - \$171	N/A	N/A	N/A	\$143,611	\$116 - \$171	N/A
Biological Sciences	\$151,389	\$70 - \$250	\$183,906	\$100 - \$650	82.3%	\$151,389	\$70 - \$250	\$210,000	\$110 - \$650	72.1%
Letters & Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	\$152,778	\$153	\$140,000	\$115 - \$165	109.1%	\$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	\$183,906	\$100 - \$650	81.6%	\$150,000	\$70 - \$250	\$210,000	\$110 - \$650	71.4%
College of Agricultural & Life Sciences	N/A	N/A	\$256,925	\$208 - \$306	N/A	N/A	N/A	\$305,556	\$306	N/A

Table 12c. Total Startup Package* Offers, 2008-2011

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	\$298,500	\$36 - \$1106	\$246,000	\$32 - \$1050	121.3%	\$315,000	\$36 - \$854	\$260,000	\$32 - \$1050	121.2%
College of Engineering	\$253,500	\$193 - \$616	\$297,000	\$197 - \$715	85.4%	\$348,500	\$200 - \$616	\$298,500	\$197 - \$715	116.8%
Letters & Sciences	\$372,349	\$36 - \$1106	\$133,413	\$32 - \$1050	279.1%	\$204,949	\$36 - \$854	\$130,500	\$32 - \$1050	157.0%
College of Agricultural & Life Sciences	\$333,000	\$333	\$161,338	\$63 - \$260	206.4%	\$333,000	\$333	\$161,338	\$63 - \$260	N/A
Biological Sciences	\$378,102	\$10 - \$940	\$387,500	\$11 - \$1025	97.6%	\$386,204	\$29 - \$935	\$385,000	\$50 - \$1025	100.3%
Letters & Sciences	\$474,724	\$475	\$432,173	\$406 - \$450	109.8%	\$474,724	\$475	\$432,173	\$406 - \$450	109.8%
School of Veterinary Medicine	\$386,204	\$316 - \$422	\$271,204	\$150 - \$405	142.4%	\$386,204	\$316 - \$422	\$303,602	\$150 - \$405	127.2%
School of Pharmacy	\$422,500	\$10 - \$810	\$620,000	\$11 - \$745	68.1%	\$455,000	\$100 - \$810	\$620,000	\$100 - \$710	73.4%
Medical School	\$370,000	\$150 - \$468	\$400,000	\$50 - \$832	92.5%	\$350,000	\$150 - \$468	\$387,500	\$50 - \$832	90.3%
College of Agricultural & Life Sciences	\$441,000	\$101 - \$940	\$359,667	\$191 - \$1025	122.6%	\$395,000	\$101 - \$935	\$359,667	\$191 - \$1025	109.8%
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	\$320,000	\$214 - \$432	\$286,404	\$3 - \$1883	111.7%	\$432,000	\$432	\$232,000	\$3 - \$618	186.2%
College of Engineering	\$320,000	\$214 - \$432	\$232,000	\$79 - \$470	137.9%	\$432,000	\$432	\$306,500	\$79 - \$470	140.9%
Letters & Sciences	N/A	N/A	\$340,451	\$3 - \$1883	N/A	N/A	N/A	\$66,355	\$3 - \$286	N/A
College of Agricultural & Life Sciences	N/A	N/A	\$408,806	\$200 - \$618	N/A	N/A	N/A	\$408,806	\$200 - \$618	N/A
Biological Sciences	\$400,000	\$102 - \$475	\$225,000	\$35 - \$1993	177.8%	\$400,000	\$225 - \$475	\$225,000	\$35 - \$1993	177.8%
Letters & Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	\$225,000	\$225	\$477,300	\$225 - \$730	47.1%	\$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	\$400,000	\$102 - \$475	\$172,500	\$35 - \$860	231.9%	\$400,000	\$400 - \$475	\$120,000	\$35 - \$860	333.3%
College of Agricultural & Life Sciences	N/A	N/A	\$1,993,000	\$1,993	N/A	N/A	N/A	\$1,993,000	\$1,993	N/A

* Total Startup Package does not include Base Salary.

Table 13. New Hires, 2011

	2010-2011	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	28	21.4%
Physical Sciences	16	18.8%
Senior Hires		
Biological Sciences	7	71.4%
Physical Sciences	3	0.0%
Total Hires, Biological Sciences	35	31.4%
Total Hires, Physical Sciences	19	15.8%
Total Hires, Junior	44	20.5%
Total Hires, Senior	10	50.0%
TOTAL HIRES	54	25.9%

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

SOURCE: October 2010 IADS Frozen slice and October 2011
HRS Frozen slice.