

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2012

Division/Department	Women	Men	% Women
Physical Sciences	67.50	378.65	15.1%
Biological Systems Engineering	2.00	12.25	14.0%
Soil Science	2.00	15.00	11.8%
Biomedical Engineering	5.00	7.90	38.8%
Chemical & Biological Engineering	2.00	16.00	11.1%
Civil & Environmental Engineering	3.50	22.75	13.3%
Electrical & Computer Engineering	5.00	33.50	13.0%
Engineering Physics	1.25	19.50	6.0%
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	28.75	9.4%
Astronomy	4.75	7.00	40.4%
Atmospheric & Oceanic Sciences	2.00	12.00	14.3%
Chemistry	6.50	34.00	16.0%
Computer Sciences	5.00	34.00	12.8%
Geoscience	3.00	18.00	14.3%
Mathematics	5.25	39.00	11.9%
Physics	6.25	39.00	13.8%
Statistics	3.50	12.00	22.6%
Biological Sciences	225.45	544.75	29.3%
Forest & Wildlife Ecology	2.50	15.50	13.9%
Agronomy	3.50	13.00	21.2%
Animal Science	0.00	16.60	0.0%
Bacteriology	7.00	11.00	38.9%
Biochemistry	7.50	25.00	23.1%
Dairy Science	3.00	8.40	26.3%
Entomology	4.50	9.00	33.3%
Food Science	1.00	9.00	10.0%
Genetics	3.50	12.67	21.6%
Horticulture	3.00	7.50	28.6%
Nutritional Sciences	4.00	6.50	38.1%
Plant Pathology	7.00	6.00	53.8%
Kinesiology	7.00	6.00	53.8%
Botany	6.50	8.50	43.3%
Communicative Disorders	10.00	4.00	71.4%
Zoology	7.00	13.00	35.0%
Nelson Institute for Environmental Studies	5.60	3.75	59.9%
School of Pharmacy	7.50	24.00	23.8%
Anesthesiology	0.00	6.50	0.0%
Biomolecular Chemistry	3.80	7.75	32.9%
Biostatistics & Medical Informatics	5.75	13.00	30.7%
Cell & Regenerative Biology	8.00	8.00	50.0%
Dermatology	0.00	6.00	0.0%

Family Medicine	3.80	5.55	40.6%
Genetics	2.00	7.63	20.8%
Human Oncology	1.00	10.85	8.4%
Medical History & Bioethics	3.50	4.90	41.7%
Medical Microbiology	5.20	9.00	36.6%
Medical Physics	2.00	17.10	10.5%
Medicine	20.50	53.40	27.7%
Neurological Surgery	1.00	7.00	12.5%
Neurology	3.00	6.50	31.6%
Neuroscience	7.00	22.00	24.1%
Obstetrics & Gynecology	4.00	8.00	33.3%
Oncology	6.50	12.20	34.8%
Ophthalmology & Visual Sciences	4.50	11.00	29.0%
Orthopedics & Rehabilitation	3.00	8.50	26.1%
Pathology & Laboratory Medicine	6.00	8.00	42.9%
Pediatrics	12.50	14.20	46.8%
Population Health Sciences	10.30	10.50	49.5%
Psychiatry	5.00	11.10	31.1%
Radiology	1.00	15.65	6.0%
Surgery	4.00	19.00	17.4%
Urology	0.00	5.00	0.0%
SMPH Admin	0.00	1.00	0.0%
Comparative Biosciences	5.00	10.00	33.3%
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

234.60 329.72 41.6%

School of Business	11.75	55.17	17.6%
Agricultural & Applied Economics	3.00	18.90	13.7%
Community & Environmental Sociology	4.40	7.00	38.6%
Landscape Architecture	3.00	3.00	50.0%
Life Sciences Communication	5.00	3.00	62.5%
Urban & Regional Planning	1.00	3.00	25.0%
Professional Development & Applied Studies	1.00	2.00	33.3%
Counseling Psychology	3.00	4.00	42.9%
Curriculum & Instruction	18.25	10.15	64.3%
Educational Policy Studies	6.00	4.00	60.0%
Educational Psychology	7.00	13.00	35.0%
Educational Leadership & Policy Analysis	6.00	7.00	46.2%
Rehabilitation Psychology & Special Education	7.00	4.00	63.6%
Afro-American Studies	5.50	2.25	71.0%
Anthropology	8.00	8.00	50.0%
Communication Arts	12.00	13.00	48.0%
Economics	4.20	28.83	12.7%
Ethnic Studies	0.50	0.00	100.0%
Geography	3.50	13.00	21.2%
School of Journalism & Mass Communication	8.00	13.50	37.2%
LaFollette School of Public Affairs	3.00	8.75	25.5%
School of Library & Information Studies	5.00	2.50	66.7%
Political Science	9.00	27.25	24.8%

Psychology	18.00	17.00	51.4%
Social Work	10.50	6.00	63.6%
Sociology	12.00	21.42	35.9%
Urban & Regional Planning	0.00	3.75	0.0%
Law School	15.50	19.25	44.6%
School of Nursing	18.50	0.00	100.0%
School of Human Ecology	25.00	11.00	69.4%
Humanities	165.50	201.23	45.1%
Liberal Studies & the Arts	3.80	0	100.0%
Art	9.00	20.00	31.0%
Dance	4.75	3.00	61.3%
African Languages & Literature	0.00	5.50	0.0%
Art History	9.00	3.75	70.6%
Classics	2.00	6.00	25.0%
Comparative Literature	1.00	2.25	30.8%
East Asian Languages & Literature	8.00	6.00	57.1%
English	28.20	20.30	58.1%
French & Italian	10.00	11.25	47.1%
German	7.00	7.35	48.8%
Hebrew & Semitic Studies	1.00	4.00	20.0%
History of Science	2.00	4.50	30.8%
History	18.00	27.00	40.0%
Languages & Cultures of Asia	5.00	4.33	53.6%
Linguistics	3.00	2.00	60.0%
Philosophy	4.00	14.00	22.2%
Scandinavian Studies	3.00	2.00	60.0%
School of Music	14.50	32.00	31.2%
Slavic Languages	4.00	5.00	44.4%
Spanish & Portuguese	12.00	15.00	44.4%
Theatre & Drama	6.75	6.00	52.9%
Gender & Women's Studies	9.50	0.00	100.0%

SOURCE: October 2012 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, 2012

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	31.50	18.00	18.00	255.75	63.65	59.25	11.0%	22.0%	23.3%
Biological Systems Engineering	0.00	1.00	1.00	9.25	2.00	1.00	0.0%	33.3%	50.0%
Soil Science	1.00	1.00	0	10.00	3.00	2.00	9.1%	25.0%	0.0%
Biomedical Engineering	0.00	4.00	1.00	2.50	3.40	2.00	0.0%	54.1%	33.3%
Chemical & Biological Engineering	1.00	0.00	1.00	13.00	2.00	1.00	7.1%	0.0%	50.0%
Civil & Environmental Engineering	1.00	0.50	2.00	17.75	4.00	1.00	5.3%	11.1%	66.7%
Electrical & Computer Engineering	2.00	3.00	0.00	26.50	2.00	5.00	7.0%	60.0%	0.0%
Engineering Physics	1.25	0.00	0.00	15.50	3.00	1.00	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	6.00	4.00	1.00	36.8%	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	17.75	6.00	5.00	10.1%	14.3%	0.0%
Astronomy	1.75	1.00	2.00	5.00	1.00	1.00	25.9%	50.0%	66.7%
Atmospheric & Oceanic Sciences	0.00	1.00	1.00	9.00	2.00	1.00	0.0%	33.3%	50.0%
Chemistry	4.50	0.00	2.00	24.00	5.00	5.00	15.8%	0.0%	28.6%
Computer Sciences	2.00	1.00	2.00	20.00	5.00	9.00	9.1%	16.7%	18.2%
Geoscience	3.00	0.00	0.00	12.00	4.00	2.00	20.0%	0.0%	0.0%
Mathematics	1.75	0.50	3.00	21.25	4.75	13.00	7.6%	9.5%	18.8%
Physics	3.25	1.00	2.00	29.00	7.00	3.00	10.1%	12.5%	40.0%
Statistics	2.50	1.00	0.00	7.25	2.50	2.25	25.6%	28.6%	0.0%
Biological Sciences	98.05	63.50	63.90	342.85	100.35	101.55	22.2%	38.8%	38.6%
Forest & Wildlife Ecology	0.50	0.00	2.00	9.00	3.00	3.50	5.3%	0.0%	36.4%
Agronomy	1.50	1.00	1.00	7.00	4.00	2.00	17.6%	20.0%	33.3%
Animal Science	0.00	0.00	0.00	10.60	3.00	3.00	0.0%	0.0%	0.0%
Bacteriology	4.50	1.50	1.00	8.00	1.00	2.00	36.0%	60.0%	33.3%
Biochemistry	6.00	0.50	1.00	21.00	0.00	4.00	22.2%	100.0%	20.0%
Dairy Science	1.00	0.00	2.00	7.40	0.00	1.00	11.9%	N/A	66.7%
Entomology	2.50	1.00	1.00	6.00	2.00	1.00	29.4%	33.3%	50.0%
Food Science	1.00	0.00	0.00	7.00	0.00	2.00	12.5%	N/A	0.0%
Genetics	0.50	2.00	1.00	10.67	0.00	2.00	4.5%	100.0%	33.3%
Horticulture	0.00	2.00	1.00	6.50	1.00	0.00	0.0%	66.7%	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	2.00	4.00	1.00	1.00	4.00	1.00	66.7%	50.0%	50.0%
Botany	3.00	3.50	0.00	7.00	0.50	1.00	30.0%	87.5%	0.0%
Communicative Disorders	5.00	3.00	2.00	4.00	0.00	0.00	55.6%	100.0%	100.0%
Zoology	5.00	1.00	1.00	9.00	2.00	2.00	35.7%	33.3%	33.3%
Nelson Institute for Environmental Studies	1.50	2.00	2.10	2.25	1.00	0.50	40.0%	66.7%	80.8%
School of Pharmacy	3.50	1.00	3.00	16.00	4.00	4.00	17.9%	20.0%	42.9%
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	1.00	6.50	0.25	1.00	23.5%	76.2%	50.0%
Biostatistics & Medical Informatics	1.25	2.50	2.00	6.75	3.50	2.75	15.6%	41.7%	42.1%
Cell & Regenerative Biology	3.00	2.00	3.00	8.00	0.00	0.00	27.3%	100.0%	100.0%
Dermatology	0.00	0.00	0.00	5.00	1.00	0.00	0.0%	0.0%	N/A
Family Medicine	1.00	1.00	1.80	0.75	2.00	2.80	57.1%	33.3%	39.1%
Genetics	0.00	2.00	0.00	2.63	3.00	2.00	0.0%	40.0%	0.0%
Human Oncology	0.00	1.00	0.00	6.65	1.20	3.00	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	2.00	33.3%	68.8%	0.0%
Medical Physics	1.00	1.00	0.00	10.10	3.00	4.00	9.0%	25.0%	0.0%
Medicine	3.50	5.00	12.00	24.40	17.00	12.00	12.5%	22.7%	50.0%
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	1.00	15.4%	N/A	66.7%
Neuroscience	6.00	1.00	0.00	15.00	5.00	2.00	28.6%	16.7%	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	10.20	1.00	1.00	12.8%	75.0%	66.7%
Ophthalmology & Visual Sciences	3.50	0.00	1.00	9.00	2.00	0.00	28.0%	0.0%	100.0%
Orthopedics & Rehabilitation	1.00	0.00	2.00	4.50	3.00	1.00	18.2%	0.0%	66.7%
Pathology & Laboratory Medicine	4.00	1.00	1.00	4.00	4.00	0.00	50.0%	20.0%	100.0%
Pediatrics	6.50	2.00	4.00	6.20	1.00	7.00	51.2%	66.7%	36.4%
Population Health Sciences	4.30	2.00	4.00	5.00	3.50	2.00	46.2%	36.4%	66.7%
Psychiatry	3.00	2.00	0.00	4.70	1.40	5.00	39.0%	58.8%	0.0%
Radiology	0.00	1.00	0.00	7.65	4.00	4.00	0.0%	20.0%	0.0%
Surgery	1.00	3.00	0.00	11.00	2.00	6.00	8.3%	60.0%	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	4.00	3.00	3.00	33.3%	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	49.00	79.90	204.72	47.00	78.00	34.1%	51.0%	50.6%
School of Business	3.75	4.00	4.00	28.17	14.00	13.00	11.7%	22.2%	23.5%
Agricultural & Applied Economics	0.00	2.00	1.00	12.90	3.00	3.00	0.0%	40.0%	25.0%
Community & Environmental Sociology	2.00	0.00	2.40	6.00	1.00	0.00	25.0%	0.0%	100.0%
Landscape Architecture	2.00	1.00	0.00	1.00	1.00	1.00	66.7%	50.0%	0.0%
Life Sciences Communication	4.00	1.00	0.00	1.00	1.00	1.00	80.0%	50.0%	0.0%
Urban & Regional Planning	0.00	0.00	1.00	1.00	1.00	1.00	0.0%	0.0%	50.0%
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	0.00	2.00	3.00	1.00	0.00	25.0%	0.0%	100.0%
Curriculum & Instruction	7.25	5.00	6.00	8.15	0.00	2.00	47.1%	100.0%	75.0%
Educational Policy Studies	2.00	2.00	2.00	3.00	0.00	1.00	40.0%	100.0%	66.7%
Educational Psychology	4.00	2.00	1.00	8.00	2.00	3.00	33.3%	50.0%	25.0%
Educational Leadership & Policy Analysis	4.00	0.00	2.00	4.00	1.00	2.00	50.0%	0.0%	50.0%
Rehabilitation Psychology & Special Education	3.00	1.00	3.00	2.00	0.00	2.00	60.0%	100.0%	60.0%
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	6.00	1.00	1.00	50.0%	50.0%	50.0%
Communication Arts	3.00	3.00	6.00	8.00	2.00	3.00	27.3%	60.0%	66.7%
Economics	0.20	1.00	3.00	16.83	3.00	9.00	1.2%	25.0%	25.0%
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	1.00	4.00	9.50	1.00	3.00	24.0%	50.0%	57.1%
LaFollette School of Public Affairs	1.00	2.00	0.00	5.50	1.00	2.25	15.4%	66.7%	0.0%
School of Library & Information Studies	1.00	3.00	1.00	0.50	0.00	2.00	66.7%	100.0%	33.3%
Political Science	3.00	3.00	3.00	15.50	3.00	8.75	16.2%	50.0%	25.5%
Psychology	12.00	1.00	5.00	13.00	1.00	3.00	48.0%	50.0%	62.5%
Social Work	4.50	3.00	3.00	3.00	1.00	2.00	60.0%	75.0%	60.0%
Sociology	6.00	2.00	4.00	14.42	3.00	4.00	29.4%	40.0%	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	6.50	4.00	5.00	10.25	5.00	4.00	38.8%	44.4%	55.6%
School of Nursing	8.50	2.00	8.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
School of Human Ecology	13.00	4.00	8.00	8.00	0.00	3.00	61.9%	100.0%	72.7%
Humanities	92.25	37.50	35.75	127.23	34.00	40.00	42.0%	52.4%	47.2%
Liberal Studies & the Arts	3.80	0.00	0.00	0.00	0.00	0.00	100.0%	N/A	N/A
Art	5.00	1.00	3.00	12.00	3.00	5.00	29.4%	25.0%	37.5%
Dance	1.00	0.00	3.75	2.00	0.00	1.00	33.3%	N/A	78.9%
African Languages & Literature	0.00	0.00	0.00	2.50	0.00	3.00	0.0%	N/A	0.0%
Art History	6.00	2.00	1.00	3.75	0.00	0.00	61.5%	100.0%	100.0%
Classics	2.00	0.00	0.00	2.00	1.00	3.00	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	3.00	3.00	2.00	1.00	3.00	2.00	75.0%	50.0%	50.0%
English	17.20	4.00	7.00	11.30	6.00	3.00	60.4%	40.0%	70.0%
French & Italian	3.00	3.00	4.00	9.25	1.00	1.00	24.5%	75.0%	80.0%
German	4.00	1.00	2.00	5.35	2.00	0.00	42.8%	33.3%	100.0%
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	3.50	1.00	0.00	22.2%	50.0%	N/A
History	10.00	5.00	3.00	17.00	4.00	6.00	37.0%	55.6%	33.3%
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	2.00	10.00	0.00	4.00	16.7%	N/A	33.3%
Scandinavian Studies	2.00	1.00	0.00	2.00	0.00	0.00	50.0%	100.0%	N/A
School of Music	11.50	2.00	1.00	28.00	2.00	2.00	29.1%	50.0%	33.3%
Slavic Languages	2.00	2.00	0.00	4.00	1.00	0.00	33.3%	66.7%	N/A
Spanish & Portuguese	6.00	4.00	2.00	7.00	3.00	5.00	46.2%	57.1%	28.6%
Theatre & Drama	4.75	2.00	0.00	1.00	3.00	2.00	82.6%	40.0%	0.0%
Gender & Women's Studies	1.00	3.50	5.00	0.00	0.00	0.00	100.0%	100.0%	100.0%

SOURCE: October 2012 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, 2012

2008 - 2012

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	21	20	95.2%	64	62	96.9%
Biological Sciences	38	38	100.0%	59	58	98.3%
Social Studies	49	46	93.9%	38	36	94.7%
Humanities	29	29	100.0%	28	26	92.9%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2012

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	5.0%	20.0%	75.0%	57	7.0%	14.0%	78.9%
2007-11	14	100.0%	0.0%	0.0%	55	72.7%	10.9%	16.4%
2011-15	3	100.0%	0.0%	0.0%	10	90.0%	10.0%	0.0%

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	19.0%	17.2%	63.8%
2007-11	30	86.7%	6.7%	6.7%	63	82.5%	11.1%	6.3%
2011-15	13	92.3%	7.7%	0.0%	22	100.0%	0.0%	0.0%

Social Studies

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	72	0.0%	51.4%	48.6%	83	0.0%	54.2%	45.8%
1991-95	48	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	0.0%	52.9%	47.1%	79	0.0%	35.4%	64.6%
2003-07	62	8.1%	30.6%	61.3%	46	13.0%	34.8%	52.2%
2007-11	49	77.6%	16.3%	6.1%	54	75.9%	13.0%	11.1%
2011-15	8	100.0%	0.0%	0.0%	13	84.6%	7.7%	7.7%

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	3.8%	23.1%	73.1%	26	11.5%	19.2%	69.2%
2007-11	31	71.0%	16.1%	12.9%	22	81.8%	13.6%	4.5%
2011-15	13	100.0%	0.0%	0.0%	13	100.0%	0.0%	0.0%

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; 2011-15 cohort hired between May 2011 and May 2015.

Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2012

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	8.0	3.0	13.0	22.0	7.0	2.0	61.5%	68.2%	114.3%	150.0%
Biological Sciences	9.0	17.0	9.0	2.0	12.0	21.0	9.0	3.0	75.0%	81.0%	100.0%	66.7%
Social Studies	8.0	19.0	7.0	2.0	11.0	18.0	8.0	2.0	72.7%	105.6%	87.5%	100.0%
Humanities	11.5	20.0	7.0	2.0	14.0	22.0	8.0	1.0	82.1%	90.9%	200.0%	200.0%

SOURCE: October 2012 HRS Frozen slice

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

Table 5b. Attrition by Gender, 2011-2012

	Headcounts			%		
	Retired	Resigned	2011 Total Faculty	Retired	Resigned	Left UW
Total	57	52	2,136	2.7%	2.4%	5.1%
Women	14	20	670	2.1%	3.0%	5.1%
Men	43	32	1,466	2.9%	2.2%	5.1%
Physical Sciences						
Women	1	4	73	1.4%	5.5%	6.8%
Men	9	6	417	2.2%	1.4%	3.6%
Biological Sciences						
Women	0	4	180	0.0%	2.2%	2.2%
Men	16	13	514	3.1%	2.5%	5.6%
Social Studies						
Women	8	10	223	3.6%	4.5%	8.1%
Men	14	12	320	4.4%	3.8%	8.1%
Humanities						
Women	5	2	194	2.6%	1.0%	3.6%
Men	4	1	215	1.9%	0.5%	2.3%

SOURCE: HRS appointment system, Feb. 2012

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 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2012

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	32	258	11.0%	3.5	14.5	19.4%	10.9%	5.6%
Biological Sciences	101	353	22.2%	7.5	36.5	17.0%	7.4%	10.3%
Social Studies	81	172	32.0%	12.5	18.5	40.3%	15.4%	10.8%
Humanities	89	127	41.2%	11.5	8.5	57.5%	12.9%	6.7%
Total	303	910	25.0%	35	78	31.0%	11.6%	8.6%

SOURCE: HRS appointment system frozen slice, October 2012.

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: Jennifer Sheridan, WISELI.

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2012

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	32	258	11.0%	1	8	11.1%	3.1%	3.1%
Biological Sciences	98	350	21.9%	7	15	31.8%	7.1%	4.3%
Social Studies	106	207	33.9%	11	10	52.4%	10.4%	4.8%
Humanities	93	127	42.3%	1	3	25.0%	1.1%	2.4%
Total	329	942	25.9%	20	36	35.7%	6.1%	3.8%

SOURCE: HRS Frozen Appointment Data view, October 2012.

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: Jennifer Sheridan, WISELI.

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2012

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	32	258	11.0%	0	0	N/A	0.0%	0.0%
Biological Sciences	98	350	21.9%	0	4	0.0%	0.0%	1.1%
Social Studies	106	207	33.9%	1	2	33.3%	0.9%	1.0%
Humanities	93	127	42.3%	0	1	0.0%	0.0%	0.8%
Total	329	942	25.9%	1	7	12.5%	0.3%	0.7%

SOURCE: HRS Frozen Appointment Data view, October 2012.

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: Jennifer Sheridan, WISELI.

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2012

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	32	258	11.0%	0	8	0.0%	0.0%	3.1%
Biological Sciences	98	350	21.9%	3	12	20.0%	3.1%	3.4%
Social Studies	106	207	33.9%	10	17	37.0%	9.4%	8.2%
Humanities	93	127	42.3%	10	11	47.6%	10.8%	8.7%
Total	329	942	25.9%	23	48	32.4%	7.0%	5.1%

SOURCE: HRS appointment system frozen slice, October 2012.

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: Jennifer Sheridan, WISELI.

Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs Chairs, 2012

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	6	10	37.5%
Vilas Distinguished Achievement	8	15	34.8%
Hilldale Professors	3	7	30.0%
John Bascom Professors	0	3	0.0%
Evjue-Bascom Professors	3	4	42.9%
Named-Bascom Professors	18	34	34.6%
Steenbock Professors	2	8	20.0%
WARF Professorships	15	28	34.9%
Wisconsin Distinguished Professors	0	7	0.0%
Other named professorships	60	246	19.6%
Holds two named professorships	12	42	22.2%
New named professorships	32	85	27.4%
Number holding named professorships	100	313	24.2%
Full Professors at UW-Madison	329	942	25.9%
Major Awards			
Vilas Associate Award	12	14	46.2%
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	4	7	36.4%
WARF Kellett Mid-Career Award	1	11	8.3%
Tenured Professors at UW-Madison	501	1191	29.6%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2012.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2012; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2012.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women Science & Engineering Faculty on Influential Committees, 2012

	Women	Men	% Female
Faculty Senate			
Physical Sciences	6	33	15.4%
Biological Sciences	17	55	23.6%
Social Studies	20	34	37.0%
Arts & Humanities	15	23	39.5%
Senators (total)	58	145	28.6%
Physical Sciences	4	34	10.5%
Biological Sciences	19	52	26.8%
Social Studies	19	30	38.8%
Arts & Humanities	12	22	35.3%
Alternates (Total)	54	138	28.1%
Athletic Board	8	15	34.8%
Campus Planning Committee	3	10	23.1%
Divisional Executive Committees*			
Physical Sciences	5	7	41.7%
Biological Sciences	6	6	50.0%
Social Studies	4	8	33.3%
Arts & Humanities	5	7	41.7%
Faculty Compensation and Economic Benefits Commission*	5	4	55.6%
Faculty Rights and Responsibilities Committee*	5	4	55.6%
Library Committee*	6	5	54.5%
University Committee*	1	5	16.7%
University Academic Planning Council	4	11	26.7%
Graduate School Academic Planning Council	1	7	12.5%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	2	3	40.0%
Social Studies	1	5	16.7%
Arts & Humanities	2	3	40.0%
Graduate School Research Committee			
Physical Sciences	4	7	36.4%
Biological Sciences	4	6	40.0%
Social Studies	4	7	36.4%
Arts & Humanities	6	3	66.7%
All Faculty	700	1473	32.2%
Physical Sciences	69	381	15.3%
Biological Sciences	246	594	29.3%
Social Studies	223	298	42.8%
Arts & Humanities	162	200	44.8%

SOURCE: 2012-2013 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty. Snapshots, December 2012. Totals from HRS appointment system frozen slice October 2012.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2012. 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), 2012

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$100,000	\$111,000	90.1%
Biological Systems Engineering	74,672	98,803	75.6%
Soil Science	89,794	95,000	94.5%
Biomedical Engineering	104,951	117,036	89.7%
Chemical & Biological Engineering	111,436	123,666	90.1%
Civil & Environmental Engineering	95,250	123,790	76.9%
Electrical & Computer Engineering	117,000	121,575	96.2%
Engineering Physics	140,000	136,555	102.5%
Engineering Professional Development	N/A	114,446	N/A
Industrial & Systems Engineering	149,187	129,102	115.6%
Materials Science & Engineering	119,369	114,124	104.6%
Mechanical Engineering	109,000	115,100	94.7%
Astronomy	93,669	105,576	88.7%
Atmospheric & Oceanic Sciences	85,550	100,821	84.9%
Chemistry	106,807	116,818	91.4%
Computer Sciences	97,350	132,000	73.8%
Geoscience	78,065	88,761	87.9%
Mathematics	88,000	95,000	92.6%
Physics	110,034	108,907	101.0%
Statistics	109,000	102,552	106.3%
Biological Sciences	\$92,763	\$101,107	91.7%
Forest & Wildlife Ecology	84,755	84,750	100.0%
Agronomy	82,783	88,284	93.8%
Animal Science	N/A	91,094	N/A
Bacteriology	108,784	98,953	109.9%
Biochemistry	106,718	122,927	86.8%
Dairy Science	84,000	97,180	86.4%
Entomology	84,701	101,264	83.6%
Food Science	89,659	103,208	86.9%
Genetics	89,981	132,911	67.7%
Horticulture	71,533	95,645	74.8%
Nutritional Sciences	89,014	106,933	83.2%
Plant Pathology	77,992	86,419	90.2%
Kinesiology	69,366	70,118	98.9%
Botany	96,800	115,591	83.7%
Communicative Disorders	110,136	104,451	105.4%
Zoology	94,630	93,854	100.8%
Nelson Institute for Environmental Studies	94,211	103,548	91.0%
School of Pharmacy	84,584	111,912	75.6%
Anesthesiology	N/A	98,652	N/A
Biomolecular Chemistry	107,068	119,684	89.5%
Biostatistics & Medical Informatics	108,917	116,733	93.3%
Cell & Regenerative Biology	87,181	137,987	63.2%

Dermatology	N/A	113,021	N/A
Family Medicine	113,951	78,149	145.8%
Genetics	92,036	92,729	99.3%
Human Oncology	75,269	93,606	80.4%
Medical History & Bioethics	100,385	82,906	121.1%
Medical Microbiology	121,375	104,861	115.7%
Medical Physics	106,198	106,150	100.0%
Medicine	81,818	95,785	85.4%
Neurological Surgery	69,117	70,194	98.5%
Neurology	69,959	104,548	66.9%
Neuroscience	133,685	111,558	119.8%
Obstetrics & Gynecology	72,891	102,006	71.5%
Oncology	101,387	133,424	76.0%
Ophthalmology & Visual Sciences	121,135	129,393	93.6%
Orthopedics & Rehabilitation	58,502	96,752	60.5%
Pathology & Laboratory Medicine	109,227	107,192	101.9%
Pediatrics	96,130	92,439	104.0%
Population Health Sciences	114,928	90,426	127.1%
Psychiatry	101,730	83,952	121.2%
Radiology	125,395	85,909	146.0%
Surgery	102,477	85,909	119.3%
Urology	N/A	98,182	N/A
SMPH Admin	N/A	124,051	N/A
Comparative Biosciences	90,000	89,136	101.0%
Medical Sciences	99,143	93,344	106.2%
Pathobiological Sciences	98,817	111,828	88.4%
Surgical Sciences	104,232	114,791	90.8%

Social Studies	\$91,775	\$112,844	81.3%
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School of Business	183,670	191,988	95.7%
Agricultural & Applied Economics	100,485	108,858	92.3%
Community & Environmental Sociology	84,000	88,772	94.6%
Landscape Architecture	89,864	74,144	121.2%
Life Sciences Communication	85,160	111,241	76.6%
Urban & Regional Planning	61,867	69,961	88.4%
Professional Development & Applied Studies	90,000	85,151	105.7%
Counseling Psychology	72,320	91,567	79.0%
Curriculum & Instruction	83,655	99,255	84.3%
Educational Policy Studies	78,371	100,316	78.1%
Educational Psychology	81,128	97,764	83.0%
Educational Leadership & Policy Analysis	93,762	93,400	100.4%
Rehabilitation Psychology & Special Education	74,753	77,155	96.9%
Afro-American Studies	65,787	110,779	59.4%
Anthropology	92,448	82,421	112.2%
Communication Arts	72,000	91,064	79.1%
Economics	118,000	215,000	54.9%
Ethnic Studies	102,500	N/A	N/A
Geography	75,000	91,771	81.7%
School of Journalism & Mass Communication	77,886	96,746	80.5%
LaFollette School of Public Affairs	130,000	140,757	92.4%
School of Library & Information Studies	73,798	70,000	105.4%

Political Science	102,900	106,554	96.6%
Psychology	113,925	127,605	89.3%
Social Work	91,883	112,500	81.7%
Sociology	97,597	103,713	94.1%
Urban & Regional Planning	N/A	83,387	N/A
Law School	136,776	151,239	90.4%
School of Nursing	77,776	N/A	N/A
School of Human Ecology	94,642	92,000	102.9%
Humanities	\$78,858	\$80,731	97.7%
Liberal Studies & the Arts	77,291	N/A	N/A
Art	74,686	74,822	99.8%
Dance	52,000	66,365	78.4%
African Languages & Literature	N/A	56,076	N/A
Art History	83,358	87,326	95.5%
Classics	123,047	68,767	178.9%
Comparative Literature	108,089	58,885	183.6%
East Asian Languages & Literature	67,974	64,962	104.6%
English	90,700	90,733	100.0%
French & Italian	63,830	86,142	74.1%
German	78,701	84,701	92.9%
Hebrew & Semitic Studies	90,110	62,000	145.3%
History of Science	77,442	95,919	80.7%
History	84,853	90,000	94.3%
Languages & Cultures of Asia	78,000	85,422	91.3%
Linguistics	91,050	111,682	81.5%
Philosophy	75,199	83,035	90.6%
Scandinavian Studies	77,530	91,334	84.9%
School of Music	76,961	81,051	95.0%
Slavic Languages	81,478	86,210	94.5%
Spanish & Portuguese	72,775	72,000	101.1%
Theatre & Drama	79,099	64,626	122.4%
Gender & Women's Studies	68,894	N/A	N/A

SOURCE: October 2012 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), 2012

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	\$131,250	\$99,500	\$84,000	\$125,000	\$95,729	\$89,000	105.0%	103.9%	94.4%
Biological Systems Engineering	N/A	77,753	71,591	98,932	88,362	137,386	N/A	88.0%	52.1%
Soil Science	101,034	78,554	N/A	102,840	77,066	75,140	98.2%	101.9%	N/A
Biomedical Engineering	N/A	110,976	94,000	131,328	117,036	90,000	N/A	94.8%	104.4%
Chemical & Biological Engineering	133,038	N/A	89,834	140,000	101,245	89,834	95.0%	N/A	100.0%
Civil & Environmental Engineering	131,250	116,000	92,125	125,000	104,870	89,000	105.0%	110.6%	103.5%
Electrical & Computer Engineering	138,992	104,300	N/A	126,303	78,444	96,000	110.0%	133.0%	N/A
Engineering Physics	140,000	N/A	N/A	139,009	113,121	98,436	100.7%	N/A	N/A
Engineering Professional Development	N/A	N/A	N/A	128,988	N/A	92,148	N/A	N/A	N/A
Industrial & Systems Engineering	149,187	N/A	86,500	143,380	113,050	97,000	104.1%	N/A	89.2%
Materials Science & Engineering	129,000	114,435	N/A	161,000	106,000	97,000	80.1%	108.0%	N/A
Mechanical Engineering	145,206	93,842	N/A	125,060	103,621	91,603	116.1%	90.6%	N/A
Astronomy	98,346	93,669	83,200	105,758	92,094	75,000	93.0%	101.7%	110.9%
Atmospheric & Oceanic Sciences	N/A	94,100	77,000	108,400	98,878	90,000	N/A	95.2%	85.6%
Chemistry	130,000	N/A	79,600	129,996	88,000	78,000	100.0%	N/A	102.1%
Computer Sciences	133,759	83,420	95,384	151,816	130,000	96,500	88.1%	64.2%	98.8%
Geoscience	78,065	N/A	N/A	97,213	79,948	75,000	80.3%	N/A	N/A
Mathematics	99,371	92,695	83,000	108,292	84,690	83,600	91.8%	109.5%	99.3%
Physics	190,000	92,204	74,332	122,831	82,989	86,000	154.7%	111.1%	86.4%
Statistics	111,302	102,900	N/A	135,240	81,574	78,000	82.3%	126.1%	N/A
Biological Sciences	\$117,247	\$89,981	\$77,727	\$116,182	\$85,118	\$78,000	100.9%	105.7%	99.7%
Forest & Wildlife Ecology	90,645	MISSING	84,266	102,899	76,671	82,500	88.1%	N/A	102.1%
Agronomy	168,245	71,930	82,783	89,160	92,192	70,232	188.7%	78.0%	117.9%
Animal Science	N/A	N/A	N/A	101,795	77,366	65,170	N/A	N/A	N/A
Bacteriology	111,225	82,979	95,000	115,130	83,683	85,000	96.6%	99.2%	111.8%
Biochemistry	108,301	92,695	85,000	126,128	N/A	88,150	85.9%	N/A	96.4%
Dairy Science	127,127	N/A	76,773	97,180	N/A	73,023	130.8%	N/A	105.1%
Entomology	105,383	76,557	71,591	104,132	92,453	MISSING	101.2%	82.8%	N/A
Food Science	89,659	N/A	N/A	108,350	N/A	76,727	82.7%	N/A	N/A
Genetics	168,245	90,122	76,091	134,557	N/A	85,000	125.0%	N/A	89.5%
Horticulture	N/A	77,315	65,864	99,781	80,949	MISSING	N/A	95.5%	N/A
Nutritional Sciences	90,578	75,634	N/A	106,933	N/A	82,668	84.7%	N/A	N/A
Plant Pathology	100,776	79,136	70,000	97,560	MISSING	69,136	103.3%	N/A	101.2%
Kinesiology	91,939	69,107	59,000	81,898	70,118	59,000	112.3%	98.6%	100.0%
Botany	113,897	72,616	N/A	119,662	77,382	70,000	95.2%	93.8%	N/A
Communicative Disorders	120,000	115,500	73,800	104,451	N/A	N/A	114.9%	N/A	N/A
Zoology	95,970	80,264	78,000	103,388	69,483	76,500	92.8%	115.5%	102.0%
Nelson Institute for Environmental Studies	118,636	107,106	76,000	103,548	73,977	77,250	114.6%	144.8%	98.4%
School of Pharmacy	113,351	104,060	75,413	128,081	88,886	74,802	88.5%	117.1%	100.8%

Anesthesiology	N/A	N/A	N/A	117,267	91,459	N/A	N/A	N/A	N/A
Biomolecular Chemistry	116,534	94,147	78,545	124,196	84,100	89,546	93.8%	111.9%	87.7%
Biostatistics & Medical Informatics	139,016	109,000	86,705	140,350	102,273	88,420	99.0%	106.6%	98.1%
Cell & Regenerative Biology	108,858	87,181	80,182	137,987	N/A	N/A	78.9%	N/A	N/A
Dermatology	N/A	N/A	N/A	113,267	86,752	N/A	N/A	N/A	N/A
Family Medicine	140,317	113,951	85,480	83,131	92,295	78,149	168.8%	123.5%	109.4%
Genetics	N/A	92,036	N/A	101,462	92,729	83,155	N/A	99.3%	N/A
Human Oncology	N/A	75,269	N/A	143,182	86,679	81,818	N/A	86.8%	N/A
Medical History & Bioethics	127,408	73,078	65,455	153,209	78,786	64,432	83.2%	92.8%	101.6%
Medical Microbiology	135,006	90,113	N/A	113,109	104,861	77,727	119.4%	85.9%	N/A
Medical Physics	124,086	88,310	N/A	112,057	115,000	79,773	110.7%	76.8%	N/A
Medicine	118,447	94,091	77,891	131,587	91,915	73,636	90.0%	102.4%	105.8%
Neurological Surgery	N/A	N/A	69,117	68,641	116,665	70,194	N/A	N/A	98.5%
Neurology	122,727	N/A	69,343	115,099	N/A	69,415	106.6%	N/A	99.9%
Neuroscience	133,940	124,568	N/A	128,930	87,208	75,682	103.9%	142.8%	N/A
Obstetrics & Gynecology	140,399	71,226	72,000	112,918	75,265	N/A	124.3%	94.6%	N/A
Oncology	130,909	101,387	80,221	139,059	111,273	71,591	94.1%	91.1%	112.1%
Ophthalmology & Visual Sciences	121,135	N/A	60,136	129,393	107,107	N/A	93.6%	N/A	N/A
Orthopedics & Rehabilitation	58,502	N/A	65,637	99,841	59,911	74,373	58.6%	N/A	88.3%
Pathology & Laboratory Medicine	109,227	113,762	81,818	131,727	86,982	N/A	82.9%	130.8%	N/A
Pediatrics	122,727	85,955	76,009	130,426	67,170	65,455	94.1%	128.0%	116.1%
Population Health Sciences	128,337	108,601	77,738	151,364	85,530	77,389	84.8%	127.0%	100.5%
Psychiatry	122,727	76,057	N/A	174,161	69,892	81,818	70.5%	108.8%	N/A
Radiology	N/A	125,395	N/A	90,864	71,060	85,909	N/A	176.5%	N/A
Surgery	58,502	110,455	MISSING	90,106	51,083	83,864	64.9%	216.2%	N/A
Urology	N/A	N/A	N/A	139,091	N/A	68,369	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	106,483	88,332	85,000	138,842	83,831	80,000	76.7%	105.4%	106.3%
Medical Sciences	120,153	78,424	80,386	122,727	84,251	82,584	97.9%	93.1%	97.3%
Pathobiological Sciences	N/A	98,817	N/A	121,956	85,940	85,000	N/A	115.0%	N/A
Surgical Sciences	104,232	N/A	N/A	114,791	N/A	N/A	90.8%	N/A	N/A

Social Studies	\$109,529	\$88,300	\$72,000	\$119,889	\$113,772	\$80,500	91.4%	77.6%	89.4%
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School of Business	213,331	182,789	140,250	220,063	190,000	180,000	96.9%	96.2%	77.9%
Agricultural & Applied Economics	N/A	109,817	100,485	108,858	113,266	102,000	N/A	97.0%	98.5%
Community & Environmental Sociology	116,134	N/A	75,000	89,849	75,863	N/A	129.3%	N/A	N/A
Landscape Architecture	96,302	68,561	N/A	94,347	74,144	65,941	102.1%	92.5%	N/A
Life Sciences Communication	92,483	68,873	N/A	152,250	MISSING	70,233	60.7%	N/A	N/A
Urban & Regional Planning	N/A	N/A	61,867	102,833	69,961	68,114	N/A	N/A	90.8%
Professional Development & Applied Studies	90,000	N/A	N/A	85,151	N/A	N/A	105.7%	N/A	N/A
Counseling Psychology	101,912	N/A	69,160	93,064	84,503	N/A	109.5%	N/A	N/A
Curriculum & Instruction	89,615	85,198	66,378	106,724	N/A	68,000	84.0%	N/A	97.6%
Educational Policy Studies	104,795	78,371	61,250	102,352	N/A	60,000	102.4%	N/A	102.1%
Educational Psychology	98,146	74,328	72,000	106,972	74,277	73,500	91.7%	100.1%	98.0%
Educational Leadership & Policy Analysis	98,519	N/A	70,000	107,637	85,000	69,350	91.5%	N/A	100.9%
Rehabilitation Psychology & Special Education	90,860	74,753	63,000	100,117	N/A	61,500	90.8%	N/A	102.4%
Afro-American Studies	117,040	65,787	62,942	110,779	N/A	N/A	105.7%	N/A	N/A
Anthropology	100,509	72,911	65,000	86,585	82,115	65,000	116.1%	88.8%	100.0%

Communication Arts	109,167	75,331	68,000	92,364	71,401	72,000	118.2%	105.5%	94.4%
Economics	133,283	150,000	118,000	258,000	190,000	118,000	51.7%	78.9%	100.0%
Ethnic Studies	102,500	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	104,429	N/A	75,000	98,183	N/A	70,750	106.4%	N/A	106.0%
School of Journalism & Mass Communication	115,000	78,000	70,500	108,604	77,000	70,000	105.9%	101.3%	100.7%
LaFollette School of Public Affairs	168,849	125,000	N/A	162,559	78,981	75,621	103.9%	158.3%	N/A
School of Library & Information Studies	105,555	73,798	72,000	134,444	N/A	70,000	78.5%	N/A	102.9%
Political Science	148,127	102,900	77,000	117,971	95,000	81,000	125.6%	108.3%	95.1%
Psychology	138,538	90,300	75,000	150,000	86,000	80,000	92.4%	105.0%	93.8%
Social Work	133,222	93,821	84,000	132,231	110,000	78,000	100.7%	85.3%	107.7%
Sociology	120,765	89,793	76,875	126,000	112,000	78,750	95.8%	80.2%	97.6%
Urban & Regional Planning	N/A	N/A	N/A	86,907	76,731	N/A	N/A	N/A	N/A
Law School	163,242	134,367	106,500	161,000	136,838	114,500	101.4%	98.2%	93.0%
School of Nursing	97,223	76,535	74,400	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	108,881	84,228	65,000	93,581	N/A	92,000	116.3%	N/A	70.7%
Humanities	\$89,449	\$68,010	\$62,000	\$90,320	\$67,164	\$60,000	99.0%	101.3%	103.3%
Liberal Studies & the Arts	77,291	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Art	79,818	63,796	62,000	79,125	65,325	60,000	100.9%	97.7%	103.3%
Dance	87,886	N/A	52,000	71,665	N/A	56,000	122.6%	N/A	92.9%
African Languages & Literature	N/A	N/A	N/A	117,715	N/A	56,000	N/A	N/A	N/A
Art History	88,029	75,179	63,000	87,326	N/A	N/A	100.8%	N/A	N/A
Classics	123,047	N/A	N/A	94,355	74,533	58,000	130.4%	N/A	N/A
Comparative Literature	108,089	N/A	N/A	113,233	57,008	N/A	95.5%	N/A	N/A
East Asian Languages & Literature	115,649	63,498	58,000	114,994	68,000	53,462	100.6%	93.4%	108.5%
English	98,000	76,935	61,498	110,307	79,000	65,000	88.8%	97.4%	94.6%
French & Italian	81,400	63,659	60,163	87,801	62,655	65,500	92.7%	101.6%	91.9%
German	80,225	68,010	64,500	91,951	69,025	N/A	87.2%	98.5%	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	95,919	59,594	N/A	94.8%	107.4%	N/A
History	99,855	84,706	70,000	105,568	85,550	73,000	94.6%	99.0%	95.9%
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	111,682	N/A	N/A	81.5%	N/A	N/A
Philosophy	88,721	N/A	70,000	129,717	N/A	70,000	68.4%	N/A	100.0%
Scandinavian Studies	88,525	77,530	N/A	91,334	N/A	N/A	96.9%	N/A	N/A
School of Music	79,903	62,614	57,928	83,548	63,328	63,000	95.6%	98.9%	91.9%
Slavic Languages	110,426	72,450	N/A	90,013	60,013	N/A	122.7%	120.7%	N/A
Spanish & Portuguese	90,767	67,594	60,000	92,994	68,465	59,000	97.6%	98.7%	101.7%
Theatre & Drama	80,835	62,519	N/A	81,206	65,251	60,500	99.5%	95.8%	N/A
Gender & Women's Studies	91,425	68,894	64,000	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2012 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, 2009-2012

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	18	65	21.7%	10	55.6%	45	69.2%
College of Engineering	3	14	17.6%	2	66.7%	10	71.4%
Letters & Sciences	14	49	22.2%	7	50.0%	33	67.3%
College of Agricultural & Life Sciences	1	2	33.3%	1	100.0%	2	100.0%
Biological Sciences	40	65	38.1%	32	80.0%	51	78.5%
Letters & Sciences	2	3	40.0%	2	100.0%	3	100.0%
School of Veterinary Medicine	1	2	33.3%	1	100.0%	2	100.0%
School of Pharmacy	2	2	50.0%	1	50.0%	2	100.0%
Medical School	20	40	33.3%	18	90.0%	30	75.0%
College of Agricultural & Life Sciences	15	18	45.5%	10	66.7%	14	77.8%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	4	16	20.0%	3	75.0%	11	68.8%
College of Engineering	3	8	27.3%	2	66.7%	7	87.5%
Letters & Sciences	1	6	14.3%	1	100.0%	2	33.3%
College of Agricultural & Life Sciences	0	2	0.0%	N/A	N/A	2	N/A
Biological Sciences	9	21	30.0%	8	88.9%	15	71.4%
Letters & Sciences	0	0	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	0	2	0.0%	N/A	N/A	1	50.0%
School of Pharmacy	0	0	N/A	N/A	N/A	N/A	N/A
Medical School	8	18	30.8%	7	87.5%	13	72.2%
College of Agricultural & Life Sciences	1	1	50.0%	1	100.0%	1	100.0%

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2009-2012

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	\$96,556	\$79 - \$119	\$105,111	\$88 - \$155	91.9%	\$100,833	\$83 - \$109	\$105,111	\$88 - \$155	95.9%
College of Engineering	\$106,333	\$104 - \$109	\$110,000	\$105 - \$141	96.7%	\$106,333	\$104 - \$109	\$109,389	\$105 - \$115	97.2%
Letters & Sciences	\$94,111	\$79 - \$119	\$101,444	\$88 - \$142	92.8%	\$100,222	\$86 - \$108	\$101,444	\$88 - \$118	98.8%
College of Agricultural & Life Sciences	\$83,000	\$83	\$125,500	\$96 - \$155	107.1%	\$83,000	\$83	\$125,500	\$96 - \$155	N/A
Biological Sciences	\$92,333	\$70 - \$250	\$97,778	\$47 - \$250	94.4%	\$91,667	\$70 - \$250	\$97,778	\$47 - \$250	93.8%
Letters & Sciences	\$93,500	\$92 - \$95	\$91,667	\$86 - \$95	102.0%	\$93,500	\$92 - \$95	\$91,667	\$86 - \$95	102.0%
School of Veterinary Medicine	\$97,778	\$98	\$97,778	\$98	100.0%	\$97,778	\$98	\$97,778	\$98	100.0%
School of Pharmacy	\$90,222	\$90	\$90,444	\$90	99.8%	\$90,444	\$90	\$90,444	\$90	100.0%
Medical School	\$95,500	\$70 - \$250	\$96,000	\$47 - \$250	99.5%	\$95,500	\$70 - \$250	\$95,500	\$47 - \$250	100.0%
College of Agricultural & Life Sciences	\$87,500	\$71 - \$116	\$103,889	\$85 - \$112	84.2%	\$85,278	\$71 - \$116	\$103,889	\$86 - \$112	82.1%
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	\$143,611	\$122 - \$159	\$155,833	\$116 - \$284	92.2%	\$143,611	\$122 - \$159	\$146,667	\$116 - \$202	97.9%
College of Engineering	\$132,917	\$122 - \$144	\$149,722	\$126 - \$171	88.8%	\$132,917	\$122 - \$144	\$146,667	\$126 - \$171	90.6%
Letters & Sciences	\$158,889	\$159	\$210,833	\$141 - \$284	N/A	\$158,889	\$159	\$171,111	\$141 - \$201	92.9%
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	\$125,000	\$70 - \$440	\$196,700	\$100 - \$650	63.5%	\$137,500	\$70 - \$440	\$225,000	\$110 - \$650	61.1%
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	N/A	N/A	\$149,167	\$115 - \$183	N/A	N/A	N/A	\$183,333	\$183	N/A
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	\$137,500	\$70 - \$440	\$203,350	\$100 - \$650	67.6%	\$150,000	\$70 - \$440	\$250,000	\$110 - \$650	60.0%
College of Agricultural & Life Sciences	\$115,000	\$115	\$220,000	\$220	52.3%	\$115,000	\$115	\$220,000	\$220	52.3%

Table 12c. Total Startup Package* Offers, 2009-2012

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	\$330,000	\$36 - \$1106	\$300,000	\$32 - \$1050	110.0%	\$315,000	\$36 - \$1006	\$285,192	\$32 - \$1050	110.5%
College of Engineering	\$300,000	\$297 - \$400	\$316,500	\$210 - \$935	94.8%	\$348,500	\$297 - \$400	\$316,500	\$246 - \$935	110.1%
Letters & Sciences	\$372,349	\$36 - \$1106	\$130,500	\$32 - \$1050	285.3%	\$196,359	\$36 - \$1006	\$94,325	\$32 - \$1050	208.2%
College of Agricultural & Life Sciences	\$333,000	\$333	\$214,338	\$63 - \$366	155.4%	\$333,000	\$333	\$214,338	\$63 - \$366	N/A
Biological Sciences	\$356,000	\$10 - \$1050	\$402,554	\$50 - \$1025	88.4%	\$340,000	\$100 - \$1050	\$405,107	\$50 - \$1025	83.9%
Letters & Sciences	\$323,937	\$173 - \$475	\$432,173	\$406 - \$450	75.0%	\$323,937	\$173 - \$475	\$432,173	\$406 - \$450	75.0%
School of Veterinary Medicine	\$421,573	\$422	\$370,554	\$336 - \$405	113.8%	\$421,573	\$422	\$370,554	\$336 - \$405	113.8%
School of Pharmacy	\$410,000	\$10 - \$810	\$665,000	\$620 - \$710	61.7%	\$810,000	\$810	\$665,000	\$620 - \$710	121.8%
Medical School	\$315,000	\$100 - \$1050	\$322,500	\$50 - \$832	97.7%	\$300,000	\$100 - \$1050	\$348,750	\$50 - \$832	86.0%
College of Agricultural & Life Sciences	\$450,000	\$101 - \$940	\$470,594	\$191 - \$1025	95.6%	\$403,000	\$101 - \$935	\$517,890	\$191 - \$1025	77.8%
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	\$336,867	\$214 - \$1431	\$387,749	\$66 - \$1883	86.9%	\$432,000	\$242 - \$1431	\$307,000	\$66 - \$1250	140.7%
College of Engineering	\$241,734	\$214 - \$432	\$344,000	\$79 - \$1250	70.3%	\$336,867	\$242 - \$432	\$381,000	\$79 - \$1250	88.4%
Letters & Sciences	\$1,430,500	\$1,431	\$440,089	\$66 - \$1883	N/A	\$1,430,500	\$1,431	\$95,928	\$66 - \$126	1491.2%
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	\$251,000	\$6 - \$475	\$131,500	\$20 - \$2740	190.9%	\$251,000	\$6 - \$475	\$101,500	\$20 - \$860	247.3%
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	N/A	N/A	\$444,800	\$160 - \$730	N/A	N/A	N/A	\$160,000	\$160	N/A
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	\$240,250	\$6 - \$475	\$100,000	\$20 - \$2740	240.3%	\$240,250	\$6 - \$475	\$97,100	\$20 - \$860	247.4%
College of Agricultural & Life Sciences	\$251,000	\$251	\$450,000	\$450	55.8%	\$251,000	\$251	\$450,000	\$450	55.8%

* Total Startup Package does not include Base Salary.

Table 13. New Hires, 2012

	2011-2012	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	30	60.0%
Physical Sciences	17	23.5%
Senior Hires		
Biological Sciences	10	50.0%
Physical Sciences	4	25.0%
Total Hires, Biological Sciences	40	57.5%
Total Hires, Physical Sciences	21	23.8%
Total Hires, Junior	47	46.8%
Total Hires, Senior	14	42.9%
TOTAL HIRES	61	45.9%

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

SOURCE: October 2011 and October 2012 HRS Frozen slice.