

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2013

Division/Department	Women	Men	% Women
Physical Sciences	63.90	372.00	14.7%
Biological Systems Engineering	2.00	12.25	14.0%
Soil Science	2.00	15.00	11.8%
Biomedical Engineering	4.80	9.65	33.2%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	2.50	22.75	9.9%
Electrical & Computer Engineering	5.00	32.50	13.3%
Engineering Physics	1.25	18.50	6.3%
Engineering Professional Development	0.00	6.00	0.0%
Industrial & Systems Engineering	4.50	11.00	29.0%
Materials Science & Engineering	3.00	11.25	21.1%
Mechanical Engineering	2.00	25.75	7.2%
Astronomy	4.75	7.00	40.4%
Atmospheric & Oceanic Sciences	2.00	11.00	15.4%
Chemistry	6.50	33.00	16.5%
Computer Sciences	5.00	32.00	13.5%
Geoscience	3.00	17.00	15.0%
Mathematics	4.85	39.60	10.9%
Physics	5.25	37.00	12.4%
Statistics	3.50	13.75	20.3%
Biological Sciences	235.65	551.00	30.0%
Forest & Wildlife Ecology	2.00	16.50	10.8%
Agronomy	3.50	13.00	21.2%
Animal Science	0.00	15.60	0.0%
Bacteriology	4.60	13.00	26.1%
Biochemistry	7.50	22.00	25.4%
Dairy Science	4.00	8.40	32.3%
Entomology	4.50	9.00	33.3%
Food Science	1.00	9.00	10.0%
Genetics	4.50	13.67	24.8%
Horticulture	3.00	8.50	26.1%
Nutritional Sciences	5.00	5.50	47.6%
Plant Pathology	7.00	5.00	58.3%
Kinesiology	7.00	6.00	53.8%
Botany	7.50	8.50	46.9%
Communicative Disorders	10.00	4.00	71.4%
Zoology	7.00	13.00	35.0%
Nelson Institute for Environmental Studies	5.10	4.75	51.8%
School of Pharmacy	9.50	22.00	30.2%
Anesthesiology	0.00	7.50	0.0%
Biomolecular Chemistry	3.80	7.75	32.9%
Biostatistics & Medical Informatics	5.75	13.25	30.3%
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	10.60	8.6%
Medical History & Bioethics	3.50	4.90	41.7%
Medical Microbiology	5.60	8.00	41.2%
Medical Physics	1.20	17.60	6.4%
Medicine	24.50	58.40	29.6%
Neurological Surgery	0.00	6.00	0.0%
Neurology	3.00	6.50	31.6%
Neuroscience	7.00	20.00	25.9%
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	9.00	40.0%
Pediatrics	11.50	14.20	44.7%
Population Health Sciences	11.30	10.50	51.8%
Psychiatry	6.00	11.10	35.1%
Radiology	2.00	15.40	11.5%
Surgery	6.00	22.00	21.4%
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	5.00	8.00	38.5%
Pathobiological Sciences	1.00	16.00	5.9%
Surgical Sciences	2.00	3.00	40.0%

Social Studies	240.60	336.32	41.7%
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School of Business	13.75	60.17	18.6%
Agricultural & Applied Economics	3.00	18.90	13.7%
Community & Environmental Sociology	3.40	8.00	29.8%
Landscape Architecture	3.00	3.00	50.0%
Life Sciences Communication	4.00	3.00	57.1%
Urban & Regional Planning	1.00	3.00	25.0%
Professional Development & Applied Studies	2.00	2.00	50.0%
Counseling Psychology	3.00	5.00	37.5%
Curriculum & Instruction	21.25	11.15	65.6%
Educational Policy Studies	8.00	4.00	66.7%
Educational Psychology	7.00	13.00	35.0%
Educational Leadership & Policy Analysis	6.00	9.00	40.0%
Rehabilitation Psychology & Special Education	7.00	5.00	58.3%
Afro-American Studies	4.50	2.25	66.7%
Anthropology	7.00	8.00	46.7%
Communication Arts	12.00	12.60	48.8%
Economics	5.20	28.83	15.3%
Ethnic Studies	0.50	0.00	100.0%
Geography	4.50	14.00	24.3%
School of Journalism & Mass Communication	8.00	12.50	39.0%
LaFollette School of Public Affairs	2.50	7.75	24.4%
School of Library & Information Studies	5.00	2.50	66.7%
Political Science	9.50	26.25	26.6%

Psychology	18.00	17.00	51.4%
Social Work	9.50	6.00	61.3%
Sociology	11.00	21.17	34.2%
Urban & Regional Planning	0.00	3.75	0.0%
Law School	14.50	17.50	45.3%
School of Nursing	21.50	0.00	100.0%
School of Human Ecology	25.00	11.00	69.4%
Humanities	167.50	196.53	46.0%
Liberal Studies & the Arts	3.80	1.00	79.2%
Art	10.00	18.00	35.7%
Dance	4.75	3.00	61.3%
African Languages & Literature	1.00	5.50	15.4%
Art History	9.00	3.75	70.6%
Classics	2.00	6.00	25.0%
Comparative Literature	2.00	2.25	47.1%
East Asian Languages & Literature	8.00	6.00	57.1%
English	26.20	20.10	56.6%
French & Italian	11.00	12.25	47.3%
German	7.00	7.85	47.1%
Hebrew & Semitic Studies	1.00	2.00	33.3%
History of Science	2.00	3.50	36.4%
History	19.00	27.00	41.3%
Jewish Studies	0.00	2.00	0.0%
Languages & Cultures of Asia	5.00	3.33	60.0%
Linguistics	2.00	2.00	50.0%
Philosophy	4.00	14.00	22.2%
Scandinavian Studies	3.00	2.00	60.0%
School of Music	14.50	29.00	33.3%
Slavic Languages	3.00	5.00	37.5%
Spanish & Portuguese	13.00	15.00	46.4%
Theatre & Drama	6.75	6.00	52.9%
Gender & Women's Studies	9.50	0.00	100.0%

SOURCE: October 2013 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, 2013

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	32.80	19.50	11.60	257.40	59.75	54.85	11.3%	24.6%	17.5%
Biological Systems Engineering	0.00	1.00	1.00	10.25	1.00	1.00	0.0%	50.0%	50.0%
Soil Science	1.00	1.00	0.00	11.00	2.00	2.00	8.3%	33.3%	0.0%
Biomedical Engineering	0.80	3.00	1.00	4.90	1.00	3.75	14.0%	75.0%	21.1%
Chemical & Biological Engineering	1.00	1.00	0.00	14.00	3.00	0.00	6.7%	25.0%	N/A
Civil & Environmental Engineering	1.50	0.00	1.00	15.75	5.00	2.00	8.7%	0.0%	33.3%
Electrical & Computer Engineering	3.00	2.00	0.00	23.50	5.00	4.00	11.3%	28.6%	0.0%
Engineering Physics	1.25	0.00	0.00	16.50	2.00	0.00	7.0%	0.0%	N/A
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	1.00	0.00	6.00	4.00	1.00	36.8%	20.0%	0.0%
Materials Science & Engineering	1.00	2.00	0.00	7.00	2.00	2.25	12.5%	50.0%	0.0%
Mechanical Engineering	1.00	1.00	0.00	14.75	5.00	6.00	6.3%	16.7%	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	8.00	2.00	1.00	0.0%	33.3%	50.0%
Chemistry	4.50	0.00	2.00	25.00	3.00	5.00	15.3%	0.0%	28.6%
Computer Sciences	2.00	2.00	1.00	20.00	7.00	5.00	9.1%	22.2%	16.7%
Geoscience	3.00	0.00	0.00	13.00	2.00	2.00	18.8%	0.0%	0.0%
Mathematics	1.75	0.50	2.60	21.25	7.75	10.60	7.6%	6.1%	19.7%
Physics	3.25	2.00	0.00	29.00	5.00	3.00	10.1%	28.6%	0.0%
Statistics	2.50	1.00	0.00	8.50	2.00	3.25	22.7%	33.3%	0.0%
Biological Sciences	103.75	62.00	69.90	355.20	98.25	97.55	22.6%	38.7%	41.7%
Forest & Wildlife Ecology	0.00	0.00	2.00	10.00	3.00	3.50	0.0%	0.0%	36.4%
Agronomy	1.50	2.00	0.00	9.00	2.00	2.00	14.3%	50.0%	0.0%
Animal Science	0.00	0.00	0.00	12.60	1.00	2.00	0.0%	0.0%	0.0%
Bacteriology	2.60	2.00	0.00	8.00	1.00	4.00	24.5%	66.7%	0.0%
Biochemistry	6.00	0.50	1.00	18.00	1.00	3.00	25.0%	33.3%	25.0%
Dairy Science	1.00	0.00	3.00	7.40	0.00	1.00	11.9%	N/A	75.0%
Entomology	2.50	1.00	1.00	7.00	1.00	1.00	26.3%	50.0%	50.0%
Food Science	1.00	0.00	0.00	7.00	0.00	2.00	12.5%	N/A	0.0%
Genetics	1.50	1.00	2.00	11.67	0.00	2.00	11.4%	100.0%	50.0%
Horticulture	0.00	2.00	1.00	6.50	1.00	1.00	0.0%	66.7%	50.0%
Nutritional Sciences	3.00	2.00	0.00	4.50	0.00	1.00	40.0%	100.0%	0.0%
Plant Pathology	4.00	0.00	3.00	3.00	0.00	2.00	57.1%	N/A	60.0%
Kinesiology	2.00	4.00	1.00	1.00	4.00	1.00	66.7%	50.0%	50.0%
Botany	4.00	2.50	1.00	7.50	0.00	1.00	34.8%	100.0%	50.0%
Communicative Disorders	6.00	2.00	2.00	4.00	0.00	0.00	60.0%	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	2.00	1.00	2.10	3.25	1.00	0.50	38.1%	50.0%	80.8%
School of Pharmacy	3.50	1.00	5.00	14.00	4.00	4.00	20.0%	20.0%	55.6%
Anesthesiology	0.00	0.00	0.00	4.50	2.00	1.00	0.0%	0.0%	0.0%

Biomolecular Chemistry	2.00	0.80	1.00	5.50	0.25	2.00	26.7%	76.2%	33.3%
Biostatistics & Medical Informatics	2.25	1.50	2.00	7.00	4.50	1.75	24.3%	25.0%	53.3%
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	6.00	0.00	0.00	0.0%	N/A	N/A
Family Medicine	1.00	1.00	1.80	1.75	1.00	2.80	36.4%	50.0%	39.1%
Genetics	0.00	2.00	0.00	2.63	4.00	1.00	0.0%	33.3%	0.0%
Human Oncology	0.00	1.00	0.00	6.40	1.20	3.00	0.0%	45.5%	0.0%
Medical History & Bioethics	2.00	0.50	1.00	1.90	1.00	2.00	51.3%	33.3%	33.3%
Medical Microbiology	3.40	2.20	0.00	5.00	1.00	2.00	40.5%	68.8%	0.0%
Medical Physics	0.20	1.00	0.00	11.20	3.40	3.00	1.8%	22.7%	0.0%
Medicine	3.50	7.00	14.00	28.40	16.00	14.00	11.0%	30.4%	50.0%
Neurological Surgery	0.00	0.00	0.00	3.00	3.00	0.00	0.0%	0.0%	N/A
Neurology	1.00	0.00	2.00	5.50	1.00	0.00	15.4%	0.0%	100.0%
Neuroscience	6.00	1.00	0.00	13.00	5.00	2.00	31.6%	16.7%	0.0%
Obstetrics & Gynecology	1.00	2.00	1.00	6.00	2.00	0.00	14.3%	50.0%	100.0%
Oncology	2.50	3.00	1.00	10.20	1.00	1.00	19.7%	75.0%	50.0%
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	5.50	2.00	1.00	15.4%	0.0%	66.7%
Pathology & Laboratory Medicine	4.00	1.00	1.00	6.00	3.00	0.00	40.0%	25.0%	100.0%
Pediatrics	6.50	2.00	3.00	6.20	1.00	7.00	51.2%	66.7%	30.0%
Population Health Sciences	5.30	3.00	3.00	5.00	3.50	2.00	51.5%	46.2%	60.0%
Psychiatry	4.00	2.00	0.00	4.70	1.40	5.00	46.0%	58.8%	0.0%
Radiology	0.00	1.00	1.00	7.40	5.00	3.00	0.0%	16.7%	25.0%
Surgery	1.00	4.00	1.00	11.00	5.00	6.00	8.3%	44.4%	14.3%
Urology	0.00	0.00	0.00	4.00	1.00	0.00	0.0%	0.0%	N/A
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	0.00	3.00	6.00	1.00	1.00	25.0%	0.0%	75.0%
Pathobiological Sciences	0.00	1.00	0.00	12.00	3.00	1.00	0.0%	25.0%	0.0%
Surgical Sciences	1.00	0.00	1.00	3.00	0.00	0.00	25.0%	N/A	100.0%
Social Studies	106.70	52.00	81.90	202.32	56.00	78.00	34.5%	48.1%	51.2%
School of Business	4.75	3.00	6.00	27.17	15.00	18.00	14.9%	16.7%	25.0%
Agricultural & Applied Economics	0.00	3.00	0.00	13.90	2.00	3.00	0.0%	60.0%	0.0%
Community & Environmental Sociology	2.00	1.00	0.40	6.00	1.00	1.00	25.0%	50.0%	28.6%
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	0.00	0.00	1.00	2.00	0.00	80.0%	0.0%	N/A
Urban & Regional Planning	0.00	0.00	1.00	1.00	2.00	0.00	0.0%	0.0%	100.0%
Professional Development & Applied Studies	1.00	0.00	1.00	2.00	0.00	0.00	33.3%	N/A	100.0%
Counseling Psychology	1.00	1.00	1.00	3.00	1.00	1.00	25.0%	50.0%	50.0%
Curriculum & Instruction	9.25	7.00	5.00	8.15	0.00	3.00	53.2%	100.0%	62.5%
Educational Policy Studies	2.00	2.00	4.00	3.00	0.00	1.00	40.0%	100.0%	80.0%
Educational Psychology	4.00	1.00	2.00	8.00	2.00	3.00	33.3%	33.3%	40.0%
Educational Leadership & Policy Analysis	4.00	0.00	2.00	4.00	3.00	2.00	50.0%	0.0%	50.0%
Rehabilitation Psychology & Special Education	2.00	1.00	4.00	2.00	0.00	3.00	50.0%	100.0%	57.1%
Afro-American Studies	1.50	1.00	2.00	2.25	0.00	0.00	40.0%	100.0%	100.0%

Anthropology	5.00	1.00	1.00	6.00	0.00	2.00	45.5%	100.0%	33.3%
Communication Arts	3.00	3.00	6.00	7.60	2.00	3.00	28.3%	60.0%	66.7%
Economics	1.20	1.00	3.00	17.83	4.00	7.00	6.3%	20.0%	30.0%
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	3.50	9.00	0.00	5.00	10.0%	N/A	41.2%
School of Journalism & Mass Communication	2.00	2.00	4.00	8.50	1.00	3.00	19.0%	66.7%	57.1%
LaFollette School of Public Affairs	1.00	1.50	0.00	3.50	3.25	1.00	22.2%	31.6%	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	4.00	2.50	3.00	13.50	6.75	6.00	22.9%	27.0%	33.3%
Psychology	12.00	1.00	5.00	12.00	1.00	4.00	50.0%	50.0%	55.6%
Social Work	4.50	4.00	1.00	4.00	0.00	2.00	52.9%	100.0%	33.3%
Sociology	6.00	1.00	4.00	14.17	4.00	3.00	29.7%	20.0%	57.1%
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	3.00	4.00	12.50	3.00	2.00	37.5%	50.0%	66.7%
School of Nursing	7.50	3.00	11.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
School of Human Ecology	13.00	5.00	7.00	8.00	1.00	2.00	61.9%	83.3%	77.8%

Humanities	93.25	33.50	40.75	127.03	30.00	39.50	42.3%	52.8%	50.8%
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Liberal Studies & the Arts	2.80	0.00	1.00			1.00	100.0%	N/A	50.0%
Art	5.00	0.00	5.00	12.00	3.00	3.00	29.4%	0.0%	62.5%
Dance	1.00	0.00	3.75	2.00	0.00	1.00	33.3%	N/A	78.9%
African Languages & Literature	0.00	1.00	0.00	2.50	0.00	3.00	0.0%	100.0%	0.0%
Art History	6.00	1.00	2.00	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	1.00	0.00	0.25	2.00	0.00	80.0%	33.3%	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	16.20	3.00	7.00	12.10	4.00	4.00	57.2%	42.9%	63.6%
French & Italian	3.00	4.00	4.00	9.25	1.00	2.00	24.5%	80.0%	66.7%
German	4.00	1.00	2.00	5.35	2.00	0.50	42.8%	33.3%	80.0%
Hebrew & Semitic Studies	1.00	0.00	0.00	0.00	1.00	1.00	100.0%	0.0%	0.0%
History of Science	1.00	1.00	0.00	3.50	0.00	0.00	22.2%	100.0%	N/A
History	11.00	4.00	4.00	18.00	3.00	6.00	37.9%	57.1%	40.0%
Jewish Studies	0.00	0.00	0.00	0.00	1.00	1.00	N/A	0.0%	0.0%
Languages & Cultures of Asia	3.00	2.00	0.00	3.33	0.00	0.00	47.4%	100.0%	N/A
Linguistics	2.00	0.00	0.00	2.00	0.00	0.00	50.0%	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	26.00	2.00	2.00	25.00	2.00	2.00	51.0%	50.0%	50.0%
Slavic Languages	2.00	1.00	0.00	4.00	1.00	0.00	33.3%	50.0%	N/A
Spanish & Portuguese	7.00	3.00	3.00	7.00	4.00	4.00	50.0%	42.9%	42.9%
Theatre & Drama	4.75	2.00	0.00	2.00	2.00	2.00	70.4%	50.0%	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 2013 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, 2013

2009 - 2013

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	21	20	95.2%	64	63	98.4%
Biological Sciences	37	36	97.3%	61	60	98.4%
Social Studies	55	52	94.5%	42	40	95.2%
Humanities	25	25	100.0%	22	20	90.9%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2013

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	0.0%	20.0%	80.0%	57	0.0%	14.0%	86.0%
2007-11	14	64.3%	21.4%	14.3%	55	52.7%	16.4%	30.9%
2011-15	7	100.0%	0.0%	0.0%	23	87.0%	4.3%	8.7%

Biological Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	27	0.0%	40.7%	59.3%	103	0.0%	32.0%	68.0%
1991-95	26	0.0%	26.9%	73.1%	82	0.0%	24.4%	75.6%
1995-99	22	0.0%	22.7%	77.3%	47	0.0%	25.5%	74.5%
1999-03	44	0.0%	22.7%	77.3%	84	0.0%	27.4%	72.6%
2003-07	31	9.7%	16.1%	74.2%	58	5.2%	20.7%	74.1%
2007-11	30	76.7%	6.7%	16.7%	63	69.8%	11.1%	19.0%
2011-15	24	95.8%	0.0%	4.2%	33	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	1.6%	30.6%	67.7%	46	4.3%	37.0%	58.7%
2007-11	49	65.3%	18.4%	16.3%	52	55.8%	15.4%	28.8%
2011-15	29	96.6%	3.4%	0.0%	30	76.7%	10.0%	13.3%

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	0.0%	23.1%	76.9%	26	0.0%	23.1%	76.9%
2007-11	31	61.3%	19.4%	19.4%	22	68.2%	18.2%	13.6%
2011-15	23	95.7%	0.0%	4.3%	27	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, 2013

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	10.0	15.0	9.0	3.0	14.0	21.0	7.0	2.0	71.4%	71.4%	128.6%	150.0%
Biological Sciences	9.0	16.0	10.0	2.0	13.0	20.0	9.0	2.0	69.2%	80.0%	111.1%	100.0%
Social Studies	8.0	19.0	8.0	2.0	11.0	18.0	7.0	2.0	72.7%	105.6%	114.3%	100.0%
Humanities	12.0	20.0	8.0	2.0	15.0	22.0	9.0	2.0	80.0%	90.9%	100.0%	100.0%

SOURCE: October 2013 HRS Frozen slice

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

Table 5b. Attrition by Gender, 2012-2013

	Headcounts			%		
	Retired	Resigned	2012 Total Faculty	Retired	Resigned	Left UW
Total	57	52	2,173	2.6%	2.4%	5.0%
Women	17	21	700	2.4%	3.0%	5.4%
Men	36	33	1,473	2.4%	2.2%	4.7%
Physical Sciences						
Women	0	5	69	0.0%	7.2%	7.2%
Men	11	10	381	2.9%	2.6%	5.5%
Biological Sciences						
Women	3	7	246	1.2%	2.8%	4.1%
Men	14	8	594	2.4%	1.3%	3.7%
Social Studies						
Women	7	6	223	3.1%	2.7%	5.8%
Men	6	10	298	2.0%	3.4%	5.4%
Humanities						
Women	7	3	162	4.3%	1.9%	6.2%
Men	5	5	200	2.5%	2.5%	5.0%

SOURCE: HRS appointment system, Feb. 2014

NOTES:

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 : Jennifer Sheridan, WISELI

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2013

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	33	260	11.3%	4	15	21.1%	12.1%	5.8%
Biological Sciences	99	342	22.4%	8	37	17.8%	8.1%	10.8%
Social Studies	89	188	32.1%	12	22	35.3%	13.5%	11.7%
Humanities	92	129	41.6%	11	11	50.0%	12.0%	8.5%
Total	313	919	25.4%	35	85	29.2%	11.2%	9.2%

SOURCE: HRS appointment system frozen slice, October 2013.

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, 2013

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	33	260	11.3%	1	8	11.1%	3.0%	3.1%
Biological Sciences	104	360	22.4%	7	15	31.8%	6.7%	4.2%
Social Studies	106	203	34.3%	13	11	54.2%	12.3%	5.4%
Humanities	95	129	42.4%	0	2	0.0%	0.0%	1.6%
Total	338	952	26.2%	21	36	36.8%	6.2%	3.8%

SOURCE: HRS Frozen Appointment Data view, October 2013.

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, 2013

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	33	260	11.3%	0	0	N/A	0.0%	0.0%
Biological Sciences	104	360	22.4%	0	4	0.0%	0.0%	1.1%
Social Studies	106	203	34.3%	1	1	50.0%	0.9%	0.5%
Humanities	95	129	42.4%	0	2	0.0%	0.0%	1.6%
Total	338	952	26.2%	1	7	12.5%	0.3%	0.7%

SOURCE: HRS Frozen Appointment Data view, October 2013.

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, 2013

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	33	260	11.3%	0	9	0.0%	0.0%	3.5%
Biological Sciences	104	360	22.4%	3	12	20.0%	2.9%	3.3%
Social Studies	106	203	34.3%	11	10	52.4%	10.4%	4.9%
Humanities	95	129	42.4%	7	12	36.8%	7.4%	9.3%
Total	338	952	26.2%	21	43	32.8%	6.2%	4.5%

SOURCE: HRS appointment system frozen slice, October 2013.

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, 2013

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	6	10	37.5%
Vilas Distinguished Achievement	13	24	35.1%
Hilldale Professors	5	9	35.7%
John Bascom Professors	0	3	0.0%
Evjue-Bascom Professors	3	4	42.9%
Named-Bascom Professors	11	33	25.0%
Steenbock Professors	2	7	22.2%
WARF Professorships	8	23	25.8%
Wisconsin Distinguished Professors	0	6	0.0%
Other named professorships	63	244	20.5%
Holds two named professorships	10	47	17.5%
New named professorships	14	27	34.1%
Number holding named professorships	102	315	24.5%
Full Professors at UW-Madison	338	952	26.2%
Major Awards			
Vilas Associate Award	8	19	29.6%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	3	5	37.5%
WARF Kellett Mid-Career Award	1	7	12.5%
Tenured Professors at UW-Madison	509	1201	29.8%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2013.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2013; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2013.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women on Influential Committees, 2013

	Women	Men	% Female
Faculty Senate			
Physical Sciences	4	35	10.3%
Biological Sciences	18	55	24.7%
Social Studies	18.5	35.5	34.3%
Arts & Humanities	18	20	47.4%
Senators (total)	58.5	145.5	28.7%
Physical Sciences	6	27	18.2%
Biological Sciences	21	50	29.6%
Social Studies	17.5	29.5	37.2%
Arts & Humanities	10	21	32.3%
Alternates (Total)	54.5	127.5	29.9%
Athletic Board	8	15	34.8%
Campus Planning Committee	3	10	23.1%
Divisional Executive Committees*			
Physical Sciences	3	9	25.0%
Biological Sciences	6	6	50.0%
Social Studies	2.5	9.5	20.8%
Arts & Humanities	5	7	41.7%
Faculty Compensation and Economic Benefits Commission*	3	6	33.3%
Faculty Rights and Responsibilities Committee*	6	3	66.7%
Library Committee*	6	7	46.2%
University Committee*	3	3	50.0%
University Academic Planning Council	4	12	25.0%
Graduate School Academic Planning Council	4	4	50.0%
Graduate School Executive Committee			
Physical Sciences	1	4	20.0%
Biological Sciences	3	2	60.0%
Social Studies	2	4	33.3%
Arts & Humanities	3	2	60.0%
Graduate School Research Committee			
Physical Sciences	4	8	33.3%
Biological Sciences	6	5	54.5%
Social Studies	3	9	25.0%
Arts & Humanities	7	4	63.6%
All Faculty	714	1475	32.6%
Physical Sciences	66	375	15.0%
Biological Sciences	253	600	29.7%
Social Studies	231	304	43.2%
Arts & Humanities	164	196	45.6%

SOURCE: 2013-2014 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty. Snapshots, December 2013. Totals from HRS appointment system frozen slice October 2013.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2013. 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), 2013

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$105,343	\$116,797	90.2%
Biological Systems Engineering	84,144	109,770	76.7%
Soil Science	94,824	102,107	92.9%
Biomedical Engineering	118,170	118,206	100.0%
Chemical & Biological Engineering	115,833	125,575	92.2%
Civil & Environmental Engineering	125,846	121,200	103.8%
Electrical & Computer Engineering	126,856	121,200	104.7%
Engineering Physics	141,400	137,230	103.0%
Engineering Professional Development	N/A	115,591	N/A
Industrial & Systems Engineering	150,679	130,393	115.6%
Materials Science & Engineering	120,563	117,763	102.4%
Mechanical Engineering	131,290	116,251	112.9%
Astronomy	94,606	106,816	88.6%
Atmospheric & Oceanic Sciences	88,782	117,766	75.4%
Chemistry	107,875	121,200	89.0%
Computer Sciences	131,300	140,998	93.1%
Geoscience	94,616	91,724	103.2%
Mathematics	88,880	102,081	87.1%
Physics	136,350	120,075	113.6%
Statistics	110,090	115,962	94.9%
Biological Sciences	\$95,089	\$103,295	92.1%
Forest & Wildlife Ecology	85,109	85,598	99.4%
Agronomy	93,206	94,727	98.4%
Animal Science	N/A	92,005	N/A
Bacteriology	112,337	102,422	109.7%
Biochemistry	107,785	126,293	85.3%
Dairy Science	84,420	98,704	85.5%
Entomology	85,547	98,003	87.3%
Food Science	90,556	104,240	86.9%
Genetics	90,000	134,240	67.0%
Horticulture	83,927	102,273	82.1%
Nutritional Sciences	91,484	93,109	98.3%
Plant Pathology	88,439	80,800	109.5%
Kinesiology	70,060	70,819	98.9%
Botany	97,443	115,671	84.2%
Communicative Disorders	113,510	105,495	107.6%
Zoology	96,299	97,566	98.7%
Nelson Institute for Environmental Studies	95,153	112,103	84.9%
School of Pharmacy	82,000	115,710	70.9%
Anesthesiology	N/A	99,638	N/A
Biomolecular Chemistry	108,139	115,691	93.5%
Biostatistics & Medical Informatics	123,955	141,754	87.4%
Cell & Regenerative Biology	88,053	135,226	65.1%

Dermatology	N/A	114,151	N/A
Family Medicine	115,092	82,636	139.3%
Genetics	97,708	94,944	102.9%
Human Oncology	76,021	102,457	74.2%
Medical History & Bioethics	101,389	75,412	134.4%
Medical Microbiology	121,375	104,956	115.6%
Medical Physics	89,192	107,987	82.6%
Medicine	82,636	96,743	85.4%
Neurological Surgery	N/A	73,335	N/A
Neurology	70,659	105,594	66.9%
Neuroscience	135,022	110,171	122.6%
Obstetrics & Gynecology	71,938	107,556	66.9%
Oncology	111,559	134,759	82.8%
Ophthalmology & Visual Sciences	122,347	135,715	90.1%
Orthopedics & Rehabilitation	59,087	97,720	60.5%
Pathology & Laboratory Medicine	111,990	107,447	104.2%
Pediatrics	100,341	95,234	105.4%
Population Health Sciences	103,296	91,330	113.1%
Psychiatry	92,692	86,768	106.8%
Radiology	83,002	81,938	101.3%
Surgery	111,972	84,702	132.2%
Urology	N/A	105,609	N/A
SMPH Admin	N/A	125,291	N/A
Comparative Biosciences	90,900	94,237	96.5%
Medical Sciences	94,091	102,293	92.0%
Pathobiological Sciences	126,250	120,113	105.1%
Surgical Sciences	101,728	115,939	87.7%

Social Studies	\$91,405	\$116,150	78.7%
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School of Business	198,451	200,000	99.2%
Agricultural & Applied Economics	111,085	114,399	97.1%
Community & Environmental Sociology	100,397	91,384	109.9%
Landscape Architecture	83,780	74,886	111.9%
Life Sciences Communication	96,141	115,577	83.2%
Urban & Regional Planning	65,791	79,400	82.9%
Professional Development & Applied Studies	78,177	87,809	89.0%
Counseling Psychology	86,355	90,970	94.9%
Curriculum & Instruction	86,050	100,248	85.8%
Educational Policy Studies	71,196	101,320	70.3%
Educational Psychology	81,939	104,434	78.5%
Educational Leadership & Policy Analysis	91,287	94,334	96.8%
Rehabilitation Psychology & Special Education	70,700	69,000	102.5%
Afro-American Studies	66,445	112,009	59.3%
Anthropology	111,777	87,450	127.8%
Communication Arts	75,548	92,834	81.4%
Economics	119,180	225,836	52.8%
Ethnic Studies	126,531	N/A	N/A
Geography	75,750	97,740	77.5%
School of Journalism & Mass Communication	81,280	109,645	74.1%
LaFollette School of Public Affairs	137,617	142,511	96.6%
School of Library & Information Studies	78,263	70,700	110.7%

Political Science	118,246	109,232	108.3%
Psychology	120,695	133,074	90.7%
Social Work	102,082	137,275	74.4%
Sociology	106,454	113,120	94.1%
Urban & Regional Planning	N/A	85,248	N/A
Law School	133,278	152,751	87.3%
School of Nursing	83,042	N/A	N/A
School of Human Ecology	95,205	96,233	98.9%
Humanities	\$80,677	\$85,309	94.6%
Liberal Studies & the Arts	78,023	61,364	N/A
Art	75,217	76,192	98.7%
Dance	53,530	67,029	79.9%
African Languages & Literature	95,000	60,000	158.3%
Art History	84,192	88,614	95.0%
Classics	125,258	69,858	179.3%
Comparative Literature	84,359	59,474	141.8%
East Asian Languages & Literature	72,393	65,611	110.3%
English	98,627	93,615	105.4%
French & Italian	66,812	93,429	71.5%
German	88,320	92,939	95.0%
Hebrew & Semitic Studies	107,857	76,031	141.9%
History of Science	102,515	101,721	100.8%
History	86,465	100,824	85.8%
Jewish Studies	N/A	65,145	N/A
Languages & Cultures of Asia	95,032	86,093	110.4%
Linguistics	82,098	116,807	70.3%
Philosophy	79,486	86,799	91.6%
Scandinavian Studies	79,206	93,032	85.1%
School of Music	81,098	83,457	97.2%
Slavic Languages	87,927	87,072	101.0%
Spanish & Portuguese	78,445	72,720	107.9%
Theatre & Drama	80,644	65,502	123.1%
Gender & Women's Studies	71,104	N/A	N/A

SOURCE: October 2013 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), 2013

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	\$132,563	\$99,793	\$82,820	\$127,958	\$103,525	\$89,890	103.6%	96.4%	92.1%
Biological Systems Engineering	N/A	95,981	72,307	109,770	89,242	138,760	N/A	107.6%	52.1%
Soil Science	102,044	87,604	N/A	104,462	76,348	81,332	97.7%	114.7%	N/A
Biomedical Engineering	125,327	118,170	94,940	132,641	118,206	90,900	94.5%	100.0%	104.4%
Chemical & Biological Engineering	134,368	97,297	N/A	145,440	97,297	N/A	92.4%	100.0%	N/A
Civil & Environmental Engineering	132,563	N/A	89,890	126,250	108,070	94,945	105.0%	N/A	94.7%
Electrical & Computer Engineering	129,264	102,667	N/A	135,000	103,525	90,450	95.8%	99.2%	N/A
Engineering Physics	141,400	N/A	N/A	137,921	101,598	N/A	102.5%	N/A	N/A
Engineering Professional Development	N/A	N/A	N/A	130,278	N/A	93,069	N/A	N/A	N/A
Industrial & Systems Engineering	150,679	118,675	N/A	144,814	119,231	97,970	104.1%	99.5%	N/A
Materials Science & Engineering	130,290	115,579	N/A	147,012	106,555	97,465	88.6%	108.5%	N/A
Mechanical Engineering	167,799	94,780	N/A	129,488	105,040	91,710	129.6%	90.2%	N/A
Astronomy	99,329	94,606	84,032	116,690	93,015	75,750	85.1%	101.7%	110.9%
Atmospheric & Oceanic Sciences	N/A	99,793	77,770	122,360	99,867	90,900	N/A	99.9%	85.6%
Chemistry	131,300	N/A	80,396	142,968	88,880	78,780	91.8%	N/A	102.1%
Computer Sciences	149,136	107,777	98,324	160,849	131,300	97,465	92.7%	82.1%	100.9%
Geoscience	94,616	N/A	N/A	94,554	86,677	77,644	100.1%	N/A	N/A
Mathematics	100,365	93,622	83,830	111,738	92,112	85,547	89.8%	101.6%	98.0%
Physics	201,495	86,036	N/A	127,539	83,819	86,860	158.0%	102.6%	N/A
Statistics	112,415	103,929	N/A	136,592	92,984	83,325	82.3%	111.8%	N/A
Biological Sciences	\$118,972	\$91,014	\$79,331	\$118,125	\$84,670	\$81,000	100.7%	107.5%	97.9%
Forest & Wildlife Ecology	N/A	N/A	85,109	110,681	77,438	83,325	N/A	N/A	102.1%
Agronomy	169,927	82,928	N/A	100,384	91,878	70,934	169.3%	90.3%	N/A
Animal Science	N/A	N/A	N/A	94,034	78,505	70,277	N/A	N/A	N/A
Bacteriology	124,384	93,162	N/A	116,281	84,520	85,425	107.0%	110.2%	N/A
Biochemistry	109,384	93,622	85,850	132,218	99,748	85,850	82.7%	93.9%	100.0%
Dairy Science	128,398	N/A	84,000	98,704	N/A	73,753	130.1%	N/A	113.9%
Entomology	106,437	77,323	72,307	115,235	82,685	85,000	92.4%	93.5%	85.1%
Food Science	90,556	N/A	N/A	109,434	N/A	86,940	82.7%	N/A	N/A
Genetics	99,677	88,137	83,426	135,902	N/A	85,850	73.3%	N/A	97.2%
Horticulture	N/A	78,088	85,000	102,634	81,758	85,000	N/A	95.5%	100.0%
Nutritional Sciences	91,484	87,286	N/A	115,414	N/A	83,495	79.3%	N/A	N/A
Plant Pathology	95,112	N/A	73,730	126,250	N/A	77,586	75.3%	N/A	95.0%
Kinesiology	93,532	69,798	59,590	86,757	70,819	59,590	107.8%	98.6%	100.0%
Botany	117,242	78,318	84,000	116,747	N/A	70,700	100.4%	N/A	118.8%
Communicative Disorders	123,271	107,360	74,538	105,495	N/A	N/A	116.8%	N/A	N/A
Zoology	96,930	85,120	82,719	99,739	70,178	82,265	97.2%	121.3%	100.6%
Nelson Institute for Environmental Studies	126,823	95,153	76,760	115,438	74,717	78,023	109.9%	127.4%	98.4%
School of Pharmacy	114,484	105,100	81,000	127,735	89,775	81,000	89.6%	117.1%	100.0%

Anesthesiology	N/A	N/A	N/A	118,439	92,374	81,818	N/A	N/A	N/A
Biomolecular Chemistry	140,011	95,089	79,331	120,881	84,941	86,130	115.8%	111.9%	92.1%
Biostatistics & Medical Informatics	140,407	123,955	87,572	158,332	122,727	89,305	88.7%	101.0%	98.1%
Cell & Regenerative Biology	109,946	88,053	80,984	135,226	N/A	N/A	81.3%	N/A	N/A
Dermatology	N/A	N/A	N/A	114,151	N/A	N/A	N/A	N/A	N/A
Family Medicine	141,721	115,092	86,335	117,996	122,302	78,931	120.1%	94.1%	109.4%
Genetics	N/A	97,708	N/A	103,647	94,300	83,830	N/A	103.6%	N/A
Human Oncology	N/A	76,021	N/A	144,614	87,545	66,109	N/A	86.8%	N/A
Medical History & Bioethics	128,682	81,190	66,109	93,098	75,412	68,898	138.2%	107.7%	96.0%
Medical Microbiology	131,200	91,014	N/A	113,964	105,910	78,505	115.1%	85.9%	N/A
Medical Physics	125,327	89,192	N/A	113,177	102,457	78,505	110.7%	87.1%	N/A
Medicine	125,613	95,032	78,670	135,772	80,734	74,373	92.5%	117.7%	105.8%
Neurological Surgery	N/A	N/A	N/A	69,328	77,342	N/A	N/A	N/A	N/A
Neurology	123,955	N/A	70,037	116,250	76,554	N/A	106.6%	N/A	N/A
Neuroscience	135,279	125,814	N/A	130,219	88,080	76,439	103.9%	142.8%	N/A
Obstetrics & Gynecology	141,803	71,938	39,332	123,539	75,053	N/A	114.8%	95.9%	N/A
Oncology	132,218	111,559	79,331	140,450	112,385	72,307	94.1%	99.3%	109.7%
Ophthalmology & Visual Sciences	122,347	N/A	60,738	135,715	108,178	N/A	90.1%	N/A	N/A
Orthopedics & Rehabilitation	59,087	N/A	66,293	102,118	54,741	75,116	57.9%	N/A	88.3%
Pathology & Laboratory Medicine	113,212	114,900	82,636	125,953	76,539	N/A	89.9%	150.1%	N/A
Pediatrics	123,955	98,716	61,135	131,730	103,295	66,109	94.1%	95.6%	92.5%
Population Health Sciences	129,620	91,756	77,451	152,877	86,385	82,467	84.8%	106.2%	93.9%
Psychiatry	113,351	76,817	N/A	175,903	70,591	82,636	64.4%	108.8%	N/A
Radiology	N/A	126,649	39,355	91,773	71,871	78,349	N/A	176.2%	50.2%
Surgery	59,087	117,332	86,768	91,007	55,417	84,702	64.9%	211.7%	102.4%
Urology	N/A	N/A	N/A	118,501	105,609	N/A	N/A	N/A	N/A
SMPH Admin	N/A	N/A	N/A	125,291	N/A	N/A	N/A	N/A	N/A
Comparative Biosciences	110,068	89,215	87,870	142,432	84,670	80,800	77.3%	105.4%	108.8%
Medical Sciences	123,118	N/A	81,191	116,499	83,927	83,410	105.7%	N/A	97.3%
Pathobiological Sciences	N/A	126,250	N/A	133,585	86,799	85,850	N/A	145.5%	N/A
Surgical Sciences	105,275	N/A	98,182	115,939	N/A	N/A	90.8%	N/A	N/A

Social Studies	\$117,516	\$84,902	\$73,907	\$129,842	\$112,671	\$81,735	90.5%	75.4%	90.4%
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School of Business	215,464	183,726	154,463	222,136	191,900	165,000	97.0%	95.7%	93.6%
Agricultural & Applied Economics	N/A	111,085	N/A	119,941	113,931	103,020	N/A	97.5%	N/A
Community & Environmental Sociology	111,544	78,280	75,750	92,084	76,621	80,000	121.1%	102.2%	94.7%
Landscape Architecture	93,774	69,247	N/A	95,290	74,886	66,600	98.4%	92.5%	N/A
Life Sciences Communication	96,141	N/A	N/A	153,773	77,380	N/A	62.5%	N/A	N/A
Urban & Regional Planning	N/A	N/A	65,791	103,861	75,030	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	90,900	N/A	65,455	87,809	N/A	N/A	103.5%	N/A	N/A
Counseling Psychology	110,136	86,355	69,843	93,995	85,348	64,135	117.2%	101.2%	108.9%
Curriculum & Instruction	96,611	79,093	68,680	107,791	N/A	72,720	89.6%	N/A	94.4%
Educational Policy Studies	100,708	81,680	65,000	103,376	N/A	60,600	97.4%	N/A	107.3%
Educational Psychology	92,039	75,349	72,610	108,042	75,020	74,235	85.2%	100.4%	97.8%
Educational Leadership & Policy Analysis	100,980	N/A	70,700	119,384	85,850	69,575	84.6%	N/A	101.6%
Rehabilitation Psychology & Special Education	108,529	80,501	68,340	103,643	N/A	68,630	104.7%	N/A	99.6%
Afro-American Studies	85,840	66,445	63,571	112,009	N/A	N/A	76.6%	N/A	N/A
Anthropology	122,343	73,640	68,933	96,175	N/A	67,967	127.2%	N/A	101.4%

Communication Arts	113,196	78,218	70,700	102,459	73,852	72,720	110.5%	105.9%	97.2%
Economics	134,615	151,500	119,180	267,650	164,125	119,180	50.3%	92.3%	100.0%
Ethnic Studies	126,531	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	105,473	N/A	75,548	109,082	N/A	75,548	96.7%	N/A	100.0%
School of Journalism & Mass Communication	134,299	84,902	72,720	116,150	77,770	70,700	115.6%	109.2%	102.9%
LaFollette School of Public Affairs	180,711	131,300	N/A	164,185	111,100	101,000	110.1%	118.2%	N/A
School of Library & Information Studies	106,611	78,263	72,720	135,789	N/A	70,700	78.5%	N/A	102.9%
Political Science	129,409	121,377	77,770	119,151	106,050	82,155	108.6%	114.5%	94.7%
Psychology	145,599	91,203	75,750	144,683	91,203	81,760	100.6%	100.0%	92.6%
Social Work	128,321	93,565	90,900	141,479	N/A	80,725	90.7%	N/A	112.6%
Sociology	131,696	90,690	80,654	127,675	112,671	79,538	103.1%	80.5%	101.4%
Urban & Regional Planning	N/A	N/A	N/A	87,776	85,248	N/A	N/A	N/A	N/A
Law School	161,600	133,257	116,655	157,560	129,689	119,685	102.6%	102.8%	97.5%
School of Nursing	98,195	82,611	77,770	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	109,527	72,764	65,650	96,326	115,000	81,810	113.7%	63.3%	80.2%

Humanities **\$92,339** **\$69,690** **\$65,000** **\$93,924** **\$68,915** **\$63,630** **98.3%** **101.1%** **102.2%**

Liberal Studies & the Arts	79,647	N/A	61,364	N/A	N/A	61,364	N/A	N/A	100.0%
Art	81,235	N/A	64,000	79,894	66,989	60,600	101.7%	N/A	105.6%
Dance	89,229	N/A	53,530	72,382	N/A	56,560	123.3%	N/A	94.6%
African Languages & Literature	N/A	95,000	N/A	118,892	N/A	56,637	N/A	N/A	N/A
Art History	86,371	84,192	62,500	88,614	N/A	N/A	97.5%	N/A	N/A
Classics	125,258	N/A	N/A	95,803	75,278	64,438	130.7%	N/A	N/A
Comparative Literature	99,155	69,562	N/A	114,365	57,578	N/A	86.7%	120.8%	N/A
East Asian Languages & Literature	106,089	64,133	58,580	121,951	68,680	58,020	87.0%	93.4%	101.0%
English	102,066	76,760	68,680	125,974	80,969	66,325	81.0%	94.8%	103.6%
French & Italian	89,361	67,146	63,125	96,660	63,282	64,578	92.4%	106.1%	97.8%
German	94,059	61,889	65,145	102,157	69,715	64,640	92.1%	88.8%	100.8%
Hebrew & Semitic Studies	107,857	N/A	N/A	N/A	86,411	65,650	N/A	N/A	N/A
History of Science	131,300	73,730	N/A	101,721	N/A	N/A	129.1%	N/A	N/A
History	105,545	79,911	71,350	108,392	91,012	73,730	97.4%	87.8%	96.8%
Jewish Studies	N/A	N/A	N/A	N/A	70,700	59,590	N/A	N/A	N/A
Languages & Cultures of Asia	95,032	88,544	N/A	86,093	N/A	N/A	110.4%	N/A	N/A
Linguistics	82,098	N/A	N/A	116,807	N/A	N/A	70.3%	N/A	N/A
Philosophy	89,608	N/A	74,235	131,014	N/A	70,700	68.4%	N/A	105.0%
Scandinavian Studies	94,986	78,305	N/A	93,032	N/A	N/A	102.1%	N/A	N/A
School of Music	83,942	65,516	N/A	85,309	65,550	63,630	98.4%	99.9%	N/A
Slavic Languages	91,378	69,690	N/A	90,913	63,644	N/A	100.5%	109.5%	N/A
Spanish & Portuguese	82,019	68,561	61,610	94,900	68,761	59,590	86.4%	99.7%	103.4%
Theatre & Drama	83,830	63,144	N/A	78,304	65,502	61,105	107.1%	96.4%	N/A
Gender & Women's Studies	92,339	71,773	71,104	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2013 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, 2010-2013

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	17	67	20.2%	7	41.2%	43	64.2%
College of Engineering	2	24	7.7%	1	50.0%	15	62.5%
Letters & Sciences	14	41	25.5%	5	35.7%	26	63.4%
College of Agricultural & Life Sciences	1	2	33.3%	1	100.0%	2	100.0%
Biological Sciences	49	70	41.2%	39	79.6%	52	74.3%
Letters & Sciences	3	3	50.0%	3	100.0%	3	100.0%
School of Veterinary Medicine	5	1	83.3%	4	80.0%	1	100.0%
School of Pharmacy	2	1	66.7%	2	100.0%	1	100.0%
Medical School	25	45	35.7%	20	80.0%	31	68.9%
College of Agricultural & Life Sciences	14	20	41.2%	10	71.4%	16	80.0%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	6	18	25.0%	5	83.3%	12	66.7%
College of Engineering	5	10	33.3%	4	80.0%	7	70.0%
Letters & Sciences	1	5	16.7%	1	100.0%	2	40.0%
College of Agricultural & Life Sciences	0	3	0.0%	N/A	N/A	3	N/A
Biological Sciences	8	21	27.6%	7	87.5%	16	76.2%
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	7	18	28.0%	6	85.7%	14	77.8%
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, 2010-2013

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 - \$122	\$110,000	\$87 - \$144	91.1%	\$101,444	\$83 - \$109	\$110,000	\$87 - \$139	92.2%
College of Engineering	\$107,556	\$106 - \$109	\$110,000	\$109 - \$144	97.8%	\$108,778	\$109	\$110,000	\$109 - \$122	98.9%
Letters & Sciences	\$99,000	\$79 - \$122	\$103,889	\$92 - \$142	95.3%	\$101,444	\$98 - \$108	\$104,500	\$92 - \$139	97.1%
College of Agricultural & Life Sciences	\$83,000	\$83	\$116,111	\$87 - \$96	107.1%	\$83,000	\$83	\$91,500	\$87 - \$96	N/A
Biological Sciences	\$93,000	\$48 - \$250	\$95,000	\$47 - \$250	97.9%	\$91,667	\$48 - \$250	\$95,000	\$47 - \$250	96.5%
Letters & Sciences	\$95,333	\$92 - \$103	\$95,333	\$86 - \$100	100.0%	\$95,333	\$92 - \$103	\$95,333	\$86 - \$100	100.0%
School of Veterinary Medicine	\$100,000	\$92 - \$120	\$82,500	\$83	121.2%	\$106,750	\$92 - \$120	\$82,500	\$83	129.4%
School of Pharmacy	\$87,000	\$80 - \$94	\$80,000	\$80	108.8%	\$87,000	\$80 - \$94	\$80,000	\$80	108.8%
Medical School	\$95,000	\$48 - \$250	\$96,000	\$47 - \$250	99.0%	\$94,000	\$48 - \$250	\$100,000	\$47 - \$250	94.0%
College of Agricultural & Life Sciences	\$88,750	\$75 - \$116	\$93,889	\$80 - \$108	94.5%	\$86,528	\$75 - \$116	\$90,000	\$80 - \$108	96.1%
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	\$171,111	\$110 - \$284	83.9%	\$143,611	\$122 - \$159	\$149,722	\$110 - \$253	95.9%
College of Engineering	\$139,028	\$122 - \$159	\$161,944	\$110 - \$171	85.8%	\$139,028	\$122 - \$159	\$152,778	\$126 - \$253	91.0%
Letters & Sciences	\$158,889	\$159	\$220,000	\$116 - \$284	N/A	\$158,889	\$159	\$158,889	\$116 - \$202	100.0%
College of Agricultural & Life Sciences	N/A	N/A	\$116,111	\$110 - \$171	N/A	N/A	N/A	\$116,111	\$110 - \$171	N/A
Biological Sciences	\$115,000	\$70 - \$440	\$183,333	\$59 - \$650	62.7%	\$115,000	\$70 - \$440	\$215,000	\$59 - \$650	53.5%
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	\$115,000	\$70 - \$440	\$187,850	\$59 - \$650	61.2%	\$132,500	\$70 - \$440	\$217,500	\$59 - \$650	60.9%
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, 2010-2013

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	\$372,349	\$36 - \$1106	\$306,000	\$31 - \$1050	121.7%	\$333,000	\$36 - \$1006	\$305,500	\$32 - \$1050	109.0%
College of Engineering	\$350,000	\$300 - \$400	\$382,500	\$31 - \$935	91.5%	\$400,000	\$400	\$400,000	\$208 - \$935	100.0%
Letters & Sciences	\$378,786	\$36 - \$1106	\$98,876	\$32 - \$1050	383.1%	\$52,500	\$36 - \$1006	\$60,000	\$32 - \$1050	87.5%
College of Agricultural & Life Sciences	\$333,000	\$333	\$347,000	\$328 - \$366	96.0%	\$333,000	\$333	\$347,000	\$328 - \$366	N/A
Biological Sciences	\$354,834	\$10 - \$1117	\$416,733	\$20 - \$1025	85.1%	\$346,834	\$100 - \$1117	\$449,762	\$33 - \$1025	77.1%
Letters & Sciences	\$474,724	\$173 - \$718	\$449,524	\$406 - \$836	105.6%	\$474,724	\$173 - \$718	\$449,524	\$406 - \$836	105.6%
School of Veterinary Medicine	\$250,000	\$140 - \$380	\$471,801	\$472	53.0%	\$170,000	\$140 - \$330	\$471,801	\$472	36.0%
School of Pharmacy	\$658,540	\$200 - \$1117	\$665,000	\$620 - \$710	99.0%	\$658,540	\$200 - \$1117	\$862,081	\$862	76.4%
Medical School	\$315,000	\$100 - \$1050	\$862,081	\$862	36.5%	\$315,000	\$100 - \$1050	\$311,250	\$33 - \$832	101.2%
College of Agricultural & Life Sciences	\$485,578	\$316 - \$1016	\$517,890	\$283 - \$1025	93.8%	\$433,245	\$333 - \$1016	\$563,554	\$283 - \$1025	76.9%
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	\$335,000	\$214 - \$1431	\$440,089	\$79 - \$1800	76.1%	\$345,000	\$242 - \$1431	\$338,500	\$79 - \$1266	101.9%
College of Engineering	\$325,000	\$214 - \$432	\$411,000	\$79 - \$1800	79.1%	\$335,000	\$242 - \$432	\$307,000	\$79 - \$1250	109.1%
Letters & Sciences	\$1,430,500	\$1,431	\$485,680	\$126 - \$1631	294.5%	\$1,430,500	\$1,431	\$695,500	\$126 - \$1266	205.7%
College of Agricultural & Life Sciences	N/A	N/A	\$370,000	\$200 - \$618	N/A	N/A	N/A	\$370,000	\$200 - \$618	N/A
Biological Sciences	\$363,000	\$6 - \$528	\$287,500	\$20 - \$2740	126.3%	\$363,000	\$6 - \$528	\$160,000	\$20 - \$860	226.9%
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	\$475,000	\$6 - \$528	\$225,000	\$20 - \$2740	211.1%	\$475,000	\$6 - \$528	\$103,000	\$20 - \$860	461.2%
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, 2013

	2012-2013	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	32	46.9%
Physical Sciences	10	0.0%
Senior Hires		
Biological Sciences	13	23.1%
Physical Sciences	7	28.6%
Total Hires, Biological Sciences	45	40.0%
Total Hires, Physical Sciences	17	11.8%
Total Hires, Junior	42	35.7%
Total Hires, Senior	20	25.0%
TOTAL HIRES	62	32.3%

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

SOURCE: October 2012 and October 2013 HRS Frozen slice.