

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2014

Division/Department	Women	Men	% Women
Physical Sciences	64.90	365.25	15.1%
Biological Systems Engineering	2.00	12.25	14.0%
Soil Science	2.00	13.00	13.3%
Biomedical Engineering	4.80	8.65	35.7%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	3.50	21.75	13.9%
Electrical & Computer Engineering	6.00	30.50	16.4%
Engineering Physics	2.25	18.50	10.8%
Engineering Professional Development	0.00	6.00	0.0%
Industrial & Systems Engineering	4.50	13.00	25.7%
Materials Science & Engineering	3.00	10.25	22.6%
Mechanical Engineering	3.00	26.75	10.1%
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	3.00	31.00	8.8%
Geoscience	3.00	18.00	14.3%
Mathematics	4.85	38.60	11.2%
Physics	4.25	35.00	10.8%
Statistics	3.50	14.00	20.0%
Biological Sciences	245.80	557.25	30.6%
Forest & Wildlife Ecology	2.00	16.50	10.8%
Agronomy	2.50	13.00	16.1%
Animal Science	0.00	16.60	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	2.50	9.00	21.7%
Food Science	1.00	10.00	9.1%
Genetics	4.50	12.67	26.2%
Horticulture	3.00	8.50	26.1%
Nutritional Sciences	5.00	5.50	47.6%
Plant Pathology	8.00	6.00	57.1%
Kinesiology	9.00	6.00	60.0%
Botany	8.50	8.50	50.0%
Communicative Disorders	10.00	4.00	71.4%
Zoology	7.00	14.00	33.3%
Nelson Institute for Environmental Studies	5.50	3.75	59.5%
School of Pharmacy	9.50	23.00	29.2%
Anesthesiology	0.00	8.00	0.0%
Biomolecular Chemistry	4.80	7.75	38.2%
Biostatistics & Medical Informatics	6.00	14.00	30.0%
Cell & Regenerative Biology	8.00	8.00	50.0%
Dermatology	0.00	6.00	0.0%

Emergency Medicine	1.00	1.00	50.0%
Family Medicine	3.80	5.55	40.6%
Genetics	2.00	6.63	23.2%
Human Oncology	1.00	10.35	8.8%
Medical History & Bioethics	3.50	4.50	43.8%
Medical Microbiology	5.60	8.00	41.2%
Medical Physics	1.20	17.95	6.3%
Medicine	25.50	59.40	30.0%
Neurological Surgery	0.00	6.00	0.0%
Neurology	3.00	5.50	35.3%
Neuroscience	6.00	19.00	24.0%
Obstetrics & Gynecology	4.00	9.00	30.8%
Oncology	6.50	12.20	34.8%
Ophthalmology & Visual Sciences	5.50	11.00	33.3%
Orthopedics & Rehabilitation	3.00	9.50	24.0%
Pathology & Laboratory Medicine	6.00	9.00	40.0%
Pediatrics	12.50	14.60	46.1%
Population Health Sciences	11.80	9.50	55.4%
Psychiatry	6.00	11.10	35.1%
Radiology	2.00	15.30	11.6%
Surgery	8.00	26.00	23.5%
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	6.00	8.00	42.9%
Pathobiological Sciences	2.00	14.00	12.5%
Surgical Sciences	2.00	3.00	40.0%

Social Studies

244.90 330.65 42.6%

School of Business	18.00	65.17	21.6%
Agricultural & Applied Economics	3.00	17.90	14.4%
Community & Environmental Sociology	3.40	8.00	29.8%
Landscape Architecture	4.00	3.00	57.1%
Life Sciences Communication	3.00	2.00	60.0%
Urban & Regional Planning	1.00	3.00	25.0%
Professional Development & Applied Studies	4.80	3.00	61.5%
Counseling Psychology	3.00	4.00	42.9%
Curriculum & Instruction	22.00	11.15	66.4%
Educational Policy Studies	9.00	2.00	81.8%
Educational Psychology	7.00	12.00	36.8%
Educational Leadership & Policy Analysis	5.00	9.00	35.7%
Rehabilitation Psychology & Special Education	6.00	5.00	54.5%
Afro-American Studies	6.50	2.25	74.3%
Anthropology	7.00	10.00	41.2%
Communication Arts	11.00	12.60	46.6%
Economics	4.20	27.83	13.1%
Geography	4.50	14.00	24.3%
School of Journalism & Mass Communication	9.00	12.50	41.9%
LaFollette School of Public Affairs	2.50	6.75	27.0%
School of Library & Information Studies	5.00	2.50	66.7%
Political Science	9.50	25.25	27.3%

Psychology	17.00	17.00	50.0%
Social Work	8.50	7.00	54.8%
Sociology	11.00	18.50	37.3%
Urban & Regional Planning	0.00	3.75	0.0%
Law School	15.50	15.50	50.0%
School of Nursing	16.50	0.00	100.0%
School of Human Ecology	28.00	10.00	73.7%
Humanities	171.05	191.20	47.2%
Art	11.00	18.00	37.9%
Dance	4.75	3.00	61.3%
African Languages & Literature	1.00	4.50	18.2%
Art History	10.00	4.75	67.8%
Classics	3.00	8.00	27.3%
Comparative Literature	3.00	4.50	40.0%
East Asian Languages & Literature	9.00	6.00	60.0%
English	30.20	20.10	60.0%
French & Italian	11.00	10.25	51.8%
German	8.00	8.60	48.2%
History of Science	3.00	3.50	46.2%
History	22.10	28.00	44.1%
Jewish Studies	1.00	1.00	50.0%
Languages & Cultures of Asia	2.00	2.00	50.0%
Linguistics	2.00	2.00	50.0%
Philosophy	5.00	15.00	25.0%
Scandinavian Studies	3.00	1.00	75.0%
School of Music	11.50	26.00	30.7%
Slavic Languages	4.00	5.00	44.4%
Spanish & Portuguese	13.00	14.00	48.1%
Theatre & Drama	4.00	6.00	40.0%
Gender & Women's Studies	9.50	0.00	100.0%

SOURCE: October 2014 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, 2014

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	38.80	13.50	12.60	257.40	57.25	50.60	13.1%	19.1%	19.9%
Biological Systems Engineering	0.00	1.00	1.00	9.25	1.00	2.00	0.0%	50.0%	33.3%
Soil Science	2.00	0.00	0.00	9.00	2.00	2.00	18.2%	0.0%	0.0%
Biomedical Engineering	2.80	1.00	1.00	3.90	1.00	3.75	41.8%	50.0%	21.1%
Chemical & Biological Engineering	1.00	1.00	0.00	15.00	2.00	0.00	6.3%	33.3%	N/A
Civil & Environmental Engineering	1.50	1.00	1.00	13.75	5.00	3.00	9.8%	16.7%	25.0%
Electrical & Computer Engineering	3.00	3.00	0.00	23.50	3.00	4.00	11.3%	50.0%	0.0%
Engineering Physics	1.25	0.00	1.00	15.50	2.00	1.00	7.5%	0.0%	50.0%
Engineering Professional Development	0.00	0.00	0.00	4.00	1.00	1.00	0.0%	0.0%	0.0%
Industrial & Systems Engineering	3.50	1.00	0.00	7.00	4.00	2.00	33.3%	20.0%	0.0%
Materials Science & Engineering	3.00	0.00	0.00	8.00	2.00	0.25	27.3%	0.0%	0.0%
Mechanical Engineering	1.00	1.00	1.00	14.75	9.00	3.00	6.3%	10.0%	25.0%
Astronomy	1.75	1.00	2.00	5.00	2.00	0.00	25.9%	33.3%	100.0%
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	1.00	2.00	0.00	22.00	5.00	4.00	4.3%	28.6%	0.0%
Geoscience	3.00	0.00	0.00	13.00	3.00	2.00	18.8%	0.0%	0.0%
Mathematics	2.25	0.00	2.60	20.25	6.75	11.60	10.0%	0.0%	18.3%
Physics	4.25	0.00	0.00	30.00	3.00	2.00	12.4%	0.0%	0.0%
Statistics	3.00	0.50	0.00	10.50	0.50	3.00	22.2%	50.0%	0.0%
Biological Sciences	114.50	60.00	71.30	359.70	103.55	94.00	24.1%	36.7%	43.1%
Forest & Wildlife Ecology	0.00	1.00	1.00	10.00	4.50	2.00	0.0%	18.2%	33.3%
Agronomy	0.50	2.00	0.00	10.00	2.00	1.00	4.8%	50.0%	0.0%
Animal Science	0.00	0.00	0.00	12.60	1.00	3.00	0.0%	0.0%	0.0%
Bacteriology	3.60	1.00	0.00	9.00	0.00	4.00	28.6%	100.0%	0.0%
Biochemistry	6.50	0.00	1.00	18.00	2.00	2.00	26.5%	0.0%	33.3%
Dairy Science	1.00	0.00	3.00	7.40	1.00	0.00	11.9%	0.0%	100.0%
Entomology	1.50	0.00	1.00	7.00	1.00	1.00	17.6%	0.0%	50.0%
Food Science	1.00	0.00	0.00	7.00	0.00	3.00	12.5%	N/A	0.0%
Genetics	1.50	1.00	2.00	10.67	0.00	2.00	12.3%	100.0%	50.0%
Horticulture	1.00	1.00	1.00	7.50	0.00	1.00	11.8%	100.0%	50.0%
Nutritional Sciences	4.00	1.00	0.00	4.50	0.00	1.00	47.1%	100.0%	0.0%
Plant Pathology	4.00	1.00	3.00	3.00	0.00	3.00	57.1%	100.0%	50.0%
Kinesiology	2.00	3.00	4.00	1.00	4.00	1.00	66.7%	42.9%	80.0%
Botany	4.00	2.50	2.00	7.50	0.00	1.00	34.8%	100.0%	66.7%
Communicative Disorders	7.00	1.00	2.00	4.00	0.00	0.00	63.6%	100.0%	100.0%
Zoology	5.00	2.00	0.00	9.00	3.00	2.00	35.7%	40.0%	0.0%
Nelson Institute for Environmental Studies	3.00	0.00	2.50	2.25	1.50	0.00	57.1%	0.0%	100.0%
School of Pharmacy	3.50	2.00	4.00	13.00	5.00	5.00	21.2%	28.6%	44.4%
Anesthesiology	0.00	0.00	0.00	4.00	2.00	2.00	0.0%	0.0%	0.0%

Biomolecular Chemistry	2.00	0.80	2.00	5.50	1.25	1.00	26.7%	39.0%	66.7%
Biostatistics & Medical Informatics	2.50	1.00	2.50	7.00	5.00	2.00	26.3%	16.7%	55.6%
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
Emergency Medicine	0.00	1.00	0.00	0.00	0.00	1.00	N/A	100.0%	0.0%
Family Medicine	2.00	0.00	1.80	1.75	2.80	1.00	53.3%	0.0%	64.3%
Genetics	1.00	1.00	0.00	2.63	3.00	1.00	27.5%	25.0%	0.0%
Human Oncology	0.00	1.00	0.00	6.15	2.20	2.00	0.0%	31.3%	0.0%
Medical History & Bioethics	2.00	0.50	1.00	1.50	1.00	2.00	57.1%	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	12.55	2.40	3.00	1.6%	29.4%	0.0%
Medicine	3.50	6.00	16.00	27.40	18.00	14.00	11.3%	25.0%	53.3%
Neurological Surgery	0.00	0.00	0.00	4.00	2.00	0.00	0.0%	0.0%	N/A
Neurology	1.00	1.00	1.00	4.50	1.00	0.00	18.2%	50.0%	100.0%
Neuroscience	6.00	0.00	0.00	12.00	5.00	2.00	33.3%	0.0%	0.0%
Obstetrics & Gynecology	2.00	1.00	1.00	7.00	1.00	1.00	22.2%	50.0%	50.0%
Oncology	4.50	2.00	0.00	11.20	0.00	1.00	28.7%	100.0%	0.0%
Ophthalmology & Visual Sciences	4.50	0.00	1.00	9.00	2.00	0.00	33.3%	0.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	1.00	5.50	3.00	1.00	15.4%	25.0%	50.0%
Pathology & Laboratory Medicine	4.00	1.00	1.00	7.00	2.00	0.00	36.4%	33.3%	100.0%
Pediatrics	6.50	3.00	3.00	6.60	1.00	7.00	49.6%	75.0%	30.0%
Population Health Sciences	5.30	3.00	3.50	5.00	4.50	0.00	51.5%	40.0%	100.0%
Psychiatry	4.00	2.00	0.00	3.70	2.40	5.00	51.9%	45.5%	0.0%
Radiology	0.00	1.00	1.00	9.30	4.00	2.00	0.0%	20.0%	33.3%
Surgery	2.00	5.00	1.00	16.00	4.00	6.00	11.1%	55.6%	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	2.00	1.00	5.00	3.00	3.00	28.6%	40.0%	25.0%
Medical Sciences	2.00	1.00	3.00	5.00	1.00	2.00	28.6%	50.0%	60.0%
Pathobiological Sciences	0.00	2.00	0.00	10.00	3.00	1.00	0.0%	40.0%	0.0%
Surgical Sciences	1.00	0.00	1.00	3.00	0.00	0.00	25.0%	N/A	100.0%
Social Studies	106.00	53.00	85.90	196.65	53.00	81.00	35.0%	50.0%	51.5%
School of Business	5.00	5.00	8.00	28.17	14.00	23.00	15.1%	26.3%	25.8%
Agricultural & Applied Economics	0.00	3.00	0.00	12.90	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	1.00	1.00	1.00	1.00	66.7%	50.0%	50.0%
Life Sciences Communication	3.00	0.00	0.00	1.00	1.00	0.00	75.0%	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	3.80	0.00	1.00	2.00	0.00	1.00	65.5%	N/A	50.0%
Counseling Psychology	1.00	2.00	0.00	3.00	0.00	1.00	25.0%	100.0%	0.0%
Curriculum & Instruction	9.00	7.00	6.00	8.15	0.00	3.00	52.5%	100.0%	66.7%
Educational Policy Studies	3.00	1.00	5.00	2.00	0.00	0.00	60.0%	100.0%	100.0%
Educational Psychology	4.00	1.00	2.00	8.00	1.00	3.00	33.3%	50.0%	40.0%
Educational Leadership & Policy Analysis	3.00	0.00	2.00	4.00	3.00	2.00	42.9%	0.0%	50.0%
Rehabilitation Psychology & Special Education	3.00	0.00	3.00	2.00	0.00	3.00	60.0%	N/A	50.0%

Afro-American Studies	1.50	1.00	4.00	2.25	0.00	0.00	40.0%	100.0%	100.0%
Anthropology	5.00	1.00	1.00	6.00	0.00	4.00	45.5%	100.0%	20.0%
Communication Arts	2.00	4.00	5.00	8.60	2.00	2.00	18.9%	66.7%	71.4%
Economics	0.20	1.00	3.00	15.83	4.00	8.00	1.2%	20.0%	27.3%
Geography	1.00	0.00	3.50	9.00	1.00	4.00	10.0%	0.0%	46.7%
School of Journalism & Mass Communication	2.00	3.00	4.00	9.50	0.00	3.00	17.4%	100.0%	57.1%
LaFollette School of Public Affairs	2.50	0.00	0.00	3.50	3.25	0.00	41.7%	0.0%	N/A
School of Library & Information Studies	2.00	2.00	1.00	0.50	0.00	2.00	80.0%	100.0%	33.3%
Political Science	5.50	1.00	3.00	14.50	6.75	4.00	27.5%	12.9%	42.9%
Psychology	12.00	1.00	4.00	13.00	0.00	4.00	48.0%	100.0%	50.0%
Social Work	4.50	4.00	0.00	4.00	0.00	3.00	52.9%	100.0%	0.0%
Sociology	6.00	2.00	3.00	10.50	5.00	3.00	36.4%	28.6%	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	5.00	4.00	10.50	3.00	2.00	38.2%	62.5%	66.7%
School of Nursing	6.50	2.00	8.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
School of Human Ecology	10.00	5.00	13.00	7.00	2.00	1.00	58.8%	71.4%	92.9%

Humanities **93.20** **30.50** **47.35** **124.70** **31.00** **35.50** **42.8%** **49.6%** **57.2%**

Art	5.00	0.00	6.00	12.00	2.00	4.00	29.4%	0.0%	60.0%
Dance	1.00	1.00	2.75	2.00	1.00	0.00	33.3%	50.0%	100.0%
African Languages & Literature	0.00	1.00	0.00	1.50	0.00	3.00	0.0%	100.0%	0.0%
Art History	6.00	1.00	3.00	3.75	1.00	0.00	61.5%	50.0%	100.0%
Classics	2.00	0.00	1.00	3.00	2.00	3.00	40.0%	0.0%	25.0%
Comparative Literature	2.00	0.00	1.00	1.00	2.50	1.00	66.7%	0.0%	50.0%
East Asian Languages & Literature	3.00	3.00	3.00	2.00	3.00	1.00	60.0%	50.0%	75.0%
English	17.20	5.00	8.00	13.10	4.00	3.00	56.8%	55.6%	72.7%
French & Italian	3.00	5.00	3.00	7.25	1.00	2.00	29.3%	83.3%	60.0%
German	5.00	1.00	2.00	5.60	2.00	1.00	47.2%	33.3%	66.7%
History of Science	1.00	1.00	1.00	3.50	0.00	0.00	22.2%	100.0%	100.0%
History	12.50	3.00	6.60	19.00	3.00	6.00	39.7%	50.0%	52.4%
Jewish Studies	1.00	0.00	0.00	0.00	0.50	0.50	100.0%	0.0%	0.0%
Languages & Cultures of Asia	2.00	0.00	0.00	2.00	0.00	0.00	50.0%	N/A	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	3.00	10.00	1.00	4.00	16.7%	0.0%	42.9%
Scandinavian Studies	2.00	1.00	0.00	1.00	0.00	0.00	66.7%	100.0%	N/A
School of Music	10.50	1.00	0.00	22.00	2.00	2.00	32.3%	33.3%	0.0%
Slavic Languages	3.00	1.00	0.00	4.00	1.00	0.00	42.9%	50.0%	N/A
Spanish & Portuguese	8.00	2.00	3.00	7.00	4.00	3.00	53.3%	33.3%	50.0%
Theatre & Drama	3.00	1.00	0.00	3.00	1.00	2.00	50.0%	50.0%	0.0%
Gender & Women's Studies	2.00	3.50	4.00	0.00	0.00	0.00	100.0%	100.0%	100.0%

SOURCE: October 2014 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, 2014

2010 - 2014

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	16	15	93.8%	66	65	98.5%
Biological Sciences	42	41	97.6%	62	60	96.8%
Social Studies	58	54	93.1%	43	41	95.3%
Humanities	27	26	96.3%	23	21	91.3%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2014

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	57.1%	28.6%	14.3%	55	30.9%	16.4%	52.7%
2011-15	8	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	0.0%	16.1%	83.9%	58	3.4%	20.7%	75.9%
2007-11	30	50.0%	10.0%	40.0%	61	44.3%	9.8%	45.9%
2011-15	23	91.3%	0.0%	8.7%	33	97.0%	3.0%	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	0.0%	37.0%	63.0%
2007-11	49	40.8%	30.6%	28.6%	52	44.2%	19.2%	36.5%
2011-15	30	90.0%	6.7%	3.3%	30	73.3%	10.0%	16.7%

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	0.0%	23.1%	76.9%	26	0.0%	23.1%	76.9%
2007-11	31	45.2%	22.6%	32.3%	22	50.0%	18.2%	31.8%
2011-15	25	88.0%	0.0%	12.0%	27	85.2%	7.4%	7.4%

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, 2014

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	14.0	8.0	3.0	14.0	21.0	7.0	2.0	71.4%	66.7%	114.3%	150.0%
Biological Sciences	8.0	16.0	8.0	2.0	13.0	20.0	8.0	3.0	61.5%	80.0%	100.0%	66.7%
Social Studies	8.0	18.0	8.0	2.0	11.0	17.0	7.0	2.0	72.7%	105.9%	114.3%	100.0%
Humanities	12.0	18.0	9.0	2.0	15.0	23.0	9.0	2.0	80.0%	78.3%	100.0%	100.0%

SOURCE: October 2014 HRS Frozen slice

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

Table 5b. Attrition by Gender, 2013-2014

	Headcounts			%		
	Retired	Resigned	2013 Total Faculty	Retired	Resigned	Left UW
Total	47	31	2,189	2.1%	1.4%	3.6%
Women	12	14	714	1.7%	2.0%	3.6%
Men	35	17	1,475	2.4%	1.2%	3.5%
Physical Sciences						
Women	1	2	66	1.5%	3.0%	4.5%
Men	9	5	375	2.4%	1.3%	3.7%
Biological Sciences						
Women	3	5	253	1.2%	2.0%	3.2%
Men	10	2	600	1.7%	0.3%	2.0%
Social Studies						
Women	6	5	231	2.6%	2.2%	4.8%
Men	9	7	304	3.0%	2.3%	5.3%
Humanities						
Women	2	2	164	1.2%	1.2%	2.4%
Men	7	3	196	3.6%	1.5%	5.1%

SOURCE: HRS appointment system, Feb. 2015

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, 2014

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	41	263	13.5%	4	14	22.2%	9.8%	5.3%
Biological Sciences	108	353	23.4%	11	36	23.4%	10.2%	10.2%
Social Studies	94	186	33.6%	11	15	42.3%	11.7%	8.1%
Humanities	95	127	42.8%	6	13	31.6%	6.3%	10.2%
Total	338	929	26.7%	32	78	29.1%	9.5%	8.4%

SOURCE: HRS appointment system frozen slice, October 2014.

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, 2014

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	41	263	13.5%	2	7	22.2%	4.9%	2.7%
Biological Sciences	113	371	23.3%	5	14	26.3%	4.4%	3.8%
Social Studies	114	200	36.3%	10	10	50.0%	8.8%	5.0%
Humanities	95	127	42.8%	0	2	0.0%	0.0%	1.6%
Total	363	961	27.4%	17	33	34.0%	4.7%	3.4%

SOURCE: HRS Frozen Appointment Data view, October 2014.

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, 2014

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	41	263	13.5%	0	2	N/A	0.0%	0.8%
Biological Sciences	113	371	23.3%	0	3	0.0%	0.0%	0.8%
Social Studies	114	200	36.3%	4	1	80.0%	3.5%	0.5%
Humanities	95	127	42.8%	0	2	0.0%	0.0%	1.6%
Total	363	961	27.4%	4	8	33.3%	1.1%	0.8%

SOURCE: HRS Frozen Appointment Data view, October 2014.

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, 2014

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	41	263	13.5%	0	7	0.0%	0.0%	2.7%
Biological Sciences	113	371	23.3%	2	14	12.5%	1.8%	3.8%
Social Studies	114	200	36.3%	12	12	50.0%	10.5%	6.0%
Humanities	95	127	42.8%	5	12	29.4%	5.3%	9.4%
Total	363	961	27.4%	19	45	29.7%	5.2%	4.7%

SOURCE: HRS appointment system frozen slice, October 2014.

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, 2014

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	6	10	37.5%
Vilas Distinguished Achievement	20	33	37.7%
Hilldale Professors	5	9	35.7%
John Bascom Professors	0	3	0.0%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	13	40	24.5%
Steenbock Professors	2	7	22.2%
WARF Professorships	77	28	73.3%
Wisconsin Distinguished Professors	0	6	0.0%
Other named professorships	72	254	22.1%
Holds two named professorships	11	53	17.2%
New named professorships	19	27	41.3%
Number holding named professorships	120	334	26.4%
Full Professors at UW-Madison	363	961	27.4%
Major Awards			
Vilas Associate Award	6	20	23.1%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	2	6	25.0%
WARF Kellett Mid-Career Award	0	10	0.0%
Tenured Professors at UW-Madison	523	1214	30.1%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2014.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2014; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2014.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women on Influential Committees, 2014

	Women	Men	% Female
Faculty Senate			
Physical Sciences	7	37	15.9%
Biological Sciences	22	58	27.5%
Social Studies	17	28	37.8%
Arts & Humanities	14	22	38.9%
Senators (total)	60	145	29.3%
Physical Sciences	5	25	16.7%
Biological Sciences	18	50	26.5%
Social Studies	16	23	41.0%
Arts & Humanities	12	12	50.0%
Alternates (Total)	51	110	31.7%
Athletic Board	8	16	33.3%
Campus Planning Committee	5	10	33.3%
Divisional Executive Committees*			
Physical Sciences	4	8	33.3%
Biological Sciences	7	5	58.3%
Social Studies	5	7	41.7%
Arts & Humanities	6	6	50.0%
Faculty Compensation and Economic Benefits Commission*	4	5	44.4%
Faculty Rights and Responsibilities Committee*	6	3	66.7%
Library Committee*	8	7	53.3%
University Committee*	4	2	66.7%
University Academic Planning Council	4	11	26.7%
Graduate School Academic Planning Council	3	3	50.0%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	3	2	60.0%
Social Studies	4	4	50.0%
Arts & Humanities	2	2	50.0%
Graduate School Research Committee**			
Physical Sciences	0	0	N/A
Biological Sciences	0	0	N/A
Social Studies	0	0	N/A
Arts & Humanities	0	0	N/A
All Faculty	742	1478	33.4%
Physical Sciences	67	371	15.3%
Biological Sciences	250	577	30.2%
Social Studies	253	336	43.0%
Arts & Humanities	172	194	47.0%

SOURCE: 2014-2015 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty. Snapshots, April 2015. Totals from HRS appointment system frozen slice October 2014.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2014. 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.

** Suspended in 2014/15 due to reorganization of the Graduate School.

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2014

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$112,632	\$122,969	91.6%
Biological Systems Engineering	85,716	112,211	76.4%
Soil Science	100,111	94,087	106.4%
Biomedical Engineering	121,978	126,084	96.7%
Chemical & Biological Engineering	116,991	133,396	87.7%
Civil & Environmental Engineering	111,100	122,412	90.8%
Electrical & Computer Engineering	129,713	132,700	97.7%
Engineering Physics	147,098	137,985	106.6%
Engineering Professional Development	N/A	116,747	N/A
Industrial & Systems Engineering	152,186	134,727	113.0%
Materials Science & Engineering	130,657	124,089	105.3%
Mechanical Engineering	95,728	118,111	81.0%
Astronomy	95,552	111,279	85.9%
Atmospheric & Oceanic Sciences	89,670	118,944	75.4%
Chemistry	119,849	128,533	93.2%
Computer Sciences	132,613	157,208	84.4%
Geoscience	95,562	99,265	96.3%
Mathematics	90,595	103,010	87.9%
Physics	150,373	122,371	122.9%
Statistics	113,539	125,133	90.7%
Biological Sciences	\$98,417	\$105,042	93.7%
Forest & Wildlife Ecology	89,343	95,019	94.0%
Agronomy	94,138	99,169	94.9%
Animal Science	N/A	92,925	N/A
Bacteriology	121,403	103,446	117.4%
Biochemistry	110,478	128,623	85.9%
Dairy Science	89,549	102,729	87.2%
Entomology	111,802	98,984	113.0%
Food Science	91,461	107,136	85.4%
Genetics	90,900	138,294	65.7%
Horticulture	85,850	103,295	83.1%
Nutritional Sciences	99,164	99,227	99.9%
Plant Pathology	91,402	86,010	106.3%
Kinesiology	70,231	74,053	94.8%
Botany	98,417	124,231	79.2%
Communicative Disorders	114,645	117,275	97.8%
Zoology	97,262	98,726	98.5%
Nelson Institute for Environmental Studies	96,413	116,592	82.7%
School of Pharmacy	89,247	117,715	75.8%
Anesthesiology	N/A	100,395	N/A
Biomolecular Chemistry	96,040	116,848	82.2%
Biostatistics & Medical Informatics	125,194	142,432	87.9%
Cell & Regenerative Biology	88,934	149,816	59.4%

Dermatology	N/A	120,991	N/A
Emergency Medicine	135,000	83,463	161.7%
Family Medicine	124,920	86,331	144.7%
Genetics	103,024	108,370	95.1%
Human Oncology	76,781	97,402	78.8%
Medical History & Bioethics	102,403	77,689	131.8%
Medical Microbiology	121,375	107,165	113.3%
Medical Physics	100,926	110,762	91.1%
Medicine	83,463	95,983	87.0%
Neurological Surgery	N/A	75,720	N/A
Neurology	77,977	124,715	62.5%
Neuroscience	138,515	113,677	121.8%
Obstetrics & Gynecology	81,267	106,639	76.2%
Oncology	112,675	144,692	77.9%
Ophthalmology & Visual Sciences	129,749	140,482	92.4%
Orthopedics & Rehabilitation	59,679	79,661	74.9%
Pathology & Laboratory Medicine	116,345	116,782	99.6%
Pediatrics	101,344	98,074	103.3%
Population Health Sciences	111,767	131,537	85.0%
Psychiatry	95,685	93,895	101.9%
Radiology	83,832	92,691	90.4%
Surgery	113,092	83,463	135.5%
Urology	N/A	98,689	N/A
SMPH Admin	N/A	132,872	N/A
Comparative Biosciences	106,878	99,164	107.8%
Medical Sciences	93,062	100,551	92.6%
Pathobiological Sciences	116,257	120,231	96.7%
Surgical Sciences	105,361	127,428	82.7%

Social Studies	\$96,567	\$121,247	79.6%
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School of Business	196,910	199,981	98.5%
Agricultural & Applied Economics	121,200	115,561	104.9%
Community & Environmental Sociology	106,296	92,550	114.9%
Landscape Architecture	82,309	77,903	105.7%
Life Sciences Communication	86,871	124,498	69.8%
Urban & Regional Planning	68,442	82,600	82.9%
Professional Development & Applied Studies	83,783	76,592	109.4%
Counseling Psychology	87,219	101,149	86.2%
Curriculum & Instruction	90,456	102,227	88.5%
Educational Policy Studies	81,385	127,593	63.8%
Educational Psychology	89,414	105,478	84.8%
Educational Leadership & Policy Analysis	98,654	111,100	88.8%
Rehabilitation Psychology & Special Education	81,515	70,700	115.3%
Afro-American Studies	67,109	113,129	59.3%
Anthropology	101,605	92,004	110.4%
Communication Arts	76,508	102,312	74.8%
Economics	120,372	199,715	60.3%
Geography	76,508	102,977	74.3%
School of Journalism & Mass Communication	85,417	110,787	77.1%
LaFollette School of Public Affairs	152,893	156,550	97.7%
School of Library & Information Studies	82,628	71,407	115.7%

Political Science	132,466	112,211	118.1%
Psychology	130,858	136,678	95.7%
Social Work	103,103	146,060	70.6%
Sociology	118,423	114,251	103.7%
Urban & Regional Planning	N/A	88,654	N/A
Law School	142,670	153,207	93.1%
School of Nursing	85,850	N/A	N/A
School of Human Ecology	81,664	96,990	84.2%
Humanities	\$81,909	\$87,839	93.2%
Art	75,750	80,646	93.9%
Dance	56,758	70,407	80.6%
African Languages & Literature	95,950	65,000	147.6%
Art History	84,166	98,705	85.3%
Classics	105,625	81,806	129.1%
Comparative Literature	79,146	68,000	116.4%
East Asian Languages & Literature	64,774	67,479	96.0%
English	90,000	99,036	90.9%
French & Italian	68,154	94,495	72.1%
German	90,047	95,502	94.3%
History of Science	74,467	102,738	72.5%
History	90,650	102,426	88.5%
Jewish Studies	92,992	69,367	134.1%
Languages & Cultures of Asia	110,313	86,230	127.9%
Linguistics	82,919	117,975	70.3%
Philosophy	78,548	93,476	84.0%
Scandinavian Studies	87,997	95,979	91.7%
School of Music	81,509	86,112	94.7%
Slavic Languages	97,080	92,340	105.1%
Spanish & Portuguese	80,935	78,632	102.9%
Theatre & Drama	90,825	70,311	129.2%
Gender & Women's Studies	81,784	N/A	N/A

SOURCE: October 2014 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), 2014

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	\$133,889	\$100,990	\$87,831	\$135,682	\$101,666	\$90,789	98.7%	99.3%	96.7%
Biological Systems Engineering	N/A	96,941	74,491	112,211	98,681	106,021	N/A	98.2%	70.3%
Soil Science	100,111	N/A	N/A	105,508	83,070	82,145	94.9%	N/A	N/A
Biomedical Engineering	129,745	121,978	95,889	151,587	143,628	91,809	85.6%	84.9%	104.4%
Chemical & Biological Engineering	135,712	98,270	N/A	142,814	94,270	N/A	95.0%	104.2%	N/A
Civil & Environmental Engineering	133,889	111,100	93,314	133,414	115,211	93,314	100.4%	96.4%	100.0%
Electrical & Computer Engineering	134,678	109,585	N/A	138,942	109,773	91,355	96.9%	99.8%	N/A
Engineering Physics	147,098	N/A	95,000	141,803	107,664	101,000	103.7%	N/A	94.1%
Engineering Professional Development	N/A	N/A	N/A	131,581	101,666	99,158	N/A	N/A	N/A
Industrial & Systems Engineering	152,186	119,862	N/A	149,709	116,806	97,450	101.7%	102.6%	N/A
Materials Science & Engineering	130,657	N/A	N/A	129,465	110,262	90,900	100.9%	N/A	N/A
Mechanical Engineering	169,477	95,728	92,000	137,009	108,347	90,900	123.7%	88.4%	101.2%
Astronomy	111,279	95,552	84,873	151,500	92,774	N/A	73.5%	103.0%	N/A
Atmospheric & Oceanic Sciences	N/A	100,791	78,548	123,584	100,865	96,399	N/A	99.9%	81.5%
Chemistry	132,613	N/A	81,200	144,398	89,769	80,792	91.8%	N/A	100.5%
Computer Sciences	165,256	108,855	N/A	163,186	132,613	98,440	101.3%	82.1%	N/A
Geoscience	95,562	N/A	N/A	105,486	87,100	78,754	90.6%	N/A	N/A
Mathematics	112,632	N/A	89,769	118,369	97,202	87,525	95.2%	N/A	102.6%
Physics	150,373	N/A	N/A	122,490	91,044	87,729	122.8%	N/A	N/A
Statistics	127,470	98,746	N/A	137,958	103,602	84,840	92.4%	95.3%	N/A
Biological Sciences	\$121,773	\$94,247	\$79,500	\$123,525	\$89,587	\$82,636	98.6%	105.2%	96.2%
Forest & Wildlife Ecology	N/A	93,226	85,460	111,788	82,343	83,903	N/A	113.2%	101.9%
Agronomy	171,626	83,757	N/A	100,278	95,575	77,370	171.2%	87.6%	N/A
Animal Science	N/A	N/A	N/A	101,034	80,943	81,568	N/A	N/A	N/A
Bacteriology	121,403	107,580	N/A	112,359	N/A	86,280	108.0%	N/A	N/A
Biochemistry	112,129	N/A	86,709	133,540	101,906	89,922	84.0%	N/A	96.4%
Dairy Science	129,682	N/A	84,840	102,729	101,855	N/A	126.2%	N/A	N/A
Entomology	111,802	N/A	75,950	119,140	87,689	85,850	93.8%	N/A	88.5%
Food Science	91,461	N/A	N/A	118,517	N/A	89,769	77.2%	N/A	N/A
Genetics	100,674	89,881	88,392	140,006	N/A	90,117	71.9%	N/A	98.1%
Horticulture	93,444	75,159	85,850	103,295	N/A	85,850	90.5%	N/A	100.0%
Nutritional Sciences	97,076	99,164	N/A	116,569	N/A	86,017	83.3%	N/A	N/A
Plant Pathology	101,009	98,576	76,253	127,513	N/A	80,901	79.2%	N/A	94.3%
Kinesiology	98,270	70,231	69,000	91,129	74,053	61,992	107.8%	94.8%	111.3%
Botany	118,414	79,101	89,920	128,510	N/A	76,457	92.1%	N/A	117.6%
Communicative Disorders	126,594	91,809	75,284	117,275	N/A	N/A	107.9%	N/A	N/A
Zoology	97,899	88,142	N/A	109,783	78,838	82,724	89.2%	111.8%	N/A
Nelson Institute for Environmental Studies	121,500	N/A	78,803	116,592	75,464	N/A	104.2%	N/A	N/A
School of Pharmacy	118,762	97,174	81,305	130,356	94,988	81,810	91.1%	102.3%	99.4%

Anesthesiology	N/A	N/A	N/A	137,196	94,162	86,318	N/A	N/A	N/A
Biomolecular Chemistry	148,701	96,040	84,419	122,089	106,220	82,636	121.8%	90.4%	102.2%
Biostatistics & Medical Informatics	145,440	125,194	87,637	162,794	125,102	92,144	89.3%	100.1%	95.1%
Cell & Regenerative Biology	122,230	88,934	82,999	149,816	N/A	N/A	81.6%	N/A	N/A
Dermatology	N/A	N/A	N/A	120,991	N/A	N/A	N/A	N/A	N/A
Emergency Medicine	N/A	135,000	N/A	N/A	N/A	83,463	N/A	N/A	N/A
Family Medicine	134,029	N/A	87,198	119,176	86,331	83,463	112.5%	N/A	104.5%
Genetics	114,257	89,881	N/A	113,852	108,370	84,668	100.4%	82.9%	N/A
Human Oncology	N/A	76,781	N/A	146,060	97,402	69,174	N/A	78.8%	N/A
Medical History & Bioethics	129,969	74,547	66,770	96,379	77,689	69,587	134.9%	96.0%	96.0%
Medical Microbiology	137,412	96,040	N/A	115,103	109,289	79,290	119.4%	87.9%	N/A
Medical Physics	129,745	100,926	N/A	117,046	110,588	79,290	110.8%	91.3%	N/A
Medicine	126,869	106,303	81,130	137,129	84,155	80,345	92.5%	126.3%	101.0%
Neurological Surgery	N/A	N/A	N/A	100,505	68,695	N/A	N/A	N/A	N/A
Neurology	125,194	77,977	70,108	124,715	80,413	N/A	100.4%	97.0%	N/A
Neuroscience	138,515	N/A	N/A	136,897	89,806	79,269	101.2%	N/A	N/A
Obstetrics & Gynecology	115,245	75,265	39,725	115,188	77,074	39,332	100.0%	97.7%	101.0%
Oncology	133,540	102,089	N/A	144,692	N/A	77,376	92.3%	N/A	N/A
Ophthalmology & Visual Sciences	137,509	N/A	61,345	140,482	109,260	N/A	97.9%	N/A	N/A
Orthopedics & Rehabilitation	59,679	86,272	54,251	103,139	49,462	79,661	57.9%	174.4%	68.1%
Pathology & Laboratory Medicine	118,279	116,048	83,463	118,996	77,413	N/A	99.4%	149.9%	N/A
Pediatrics	125,194	98,062	66,109	133,047	109,538	81,818	94.1%	89.5%	80.8%
Population Health Sciences	135,961	97,307	79,364	154,406	92,122	N/A	88.1%	105.6%	N/A
Psychiatry	116,550	79,982	N/A	177,662	92,553	93,895	65.6%	86.4%	N/A
Radiology	N/A	127,915	39,748	92,691	100,665	60,891	N/A	127.1%	65.3%
Surgery	154,023	112,675	39,332	86,238	56,104	84,266	178.6%	200.8%	46.7%
Urology	N/A	N/A	N/A	97,421	106,666	N/A	N/A	N/A	N/A
SMPH Admin	N/A	N/A	N/A	132,872	N/A	N/A	N/A	N/A	N/A
Comparative Biosciences	121,655	110,652	87,595	143,856	85,516	84,158	84.6%	129.4%	104.1%
Medical Sciences	126,085	91,092	81,397	121,796	84,766	87,122	103.5%	107.5%	93.4%
Pathobiological Sciences	N/A	116,257	N/A	134,470	97,997	81,818	N/A	118.6%	N/A
Surgical Sciences	111,559	N/A	99,164	127,428	N/A	N/A	87.5%	N/A	N/A

Social Studies	\$123,566	\$87,224	\$75,487	\$132,924	\$114,251	\$85,688	93.0%	76.3%	88.1%
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School of Business	232,300	206,181	160,000	234,881	186,347	166,650	98.9%	110.6%	96.0%
Agricultural & Applied Economics	N/A	121,200	N/A	122,878	142,773	108,090	N/A	84.9%	N/A
Community & Environmental Sociology	112,659	106,296	76,508	94,039	81,519	80,800	119.8%	130.4%	94.7%
Landscape Architecture	95,786	69,939	80,000	100,789	77,903	69,417	95.0%	89.8%	115.2%
Life Sciences Communication	86,871	N/A	N/A	170,842	78,154	N/A	50.8%	N/A	N/A
Urban & Regional Planning	N/A	N/A	68,442	106,998	80,552	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	83,783	N/A	61,977	93,725	N/A	61,977	89.4%	N/A	100.0%
Counseling Psychology	111,471	85,542	N/A	102,088	N/A	64,776	109.2%	N/A	N/A
Curriculum & Instruction	102,010	84,934	71,791	106,300	N/A	73,447	96.0%	N/A	97.7%
Educational Policy Studies	101,357	81,385	65,650	127,593	N/A	N/A	79.4%	N/A	N/A
Educational Psychology	93,974	76,102	73,336	117,648	75,770	74,977	79.9%	100.4%	97.8%
Educational Leadership & Policy Analysis	105,640	N/A	74,182	120,578	96,342	70,271	87.6%	N/A	105.6%
Rehabilitation Psychology & Special Education	105,734	N/A	68,680	108,658	N/A	69,690	97.3%	N/A	98.6%
Afro-American Studies	86,698	67,109	64,633	113,129	N/A	N/A	76.6%	N/A	N/A

Anthropology	123,566	81,814	69,622	99,972	N/A	69,151	123.6%	N/A	100.7%
Communication Arts	119,309	79,844	69,367	106,050	82,173	72,427	112.5%	97.2%	95.8%
Economics	135,961	176,750	120,372	270,327	186,169	121,392	50.3%	94.9%	99.2%
Geography	106,528	N/A	76,303	120,016	83,785	76,303	88.8%	N/A	100.0%
School of Journalism & Mass Communication	143,855	85,536	71,454	117,312	N/A	74,467	122.6%	N/A	96.0%
LaFollette School of Public Affairs	152,893	N/A	N/A	165,827	112,211	N/A	92.2%	N/A	N/A
School of Library & Information Studies	99,606	80,837	73,447	161,241	N/A	71,407	61.8%	N/A	102.9%
Political Science	134,653	101,755	84,335	124,947	106,805	83,436	107.8%	95.3%	101.1%
Psychology	153,708	92,115	80,333	158,371	N/A	85,688	97.1%	N/A	93.8%
Social Work	142,406	94,500	N/A	153,237	N/A	80,588	92.9%	N/A	N/A
Sociology	139,900	116,150	84,158	131,300	113,344	80,333	106.5%	102.5%	104.8%
Urban & Regional Planning	N/A	N/A	N/A	105,326	86,100	N/A	N/A	N/A	N/A
Law School	171,377	132,310	130,000	156,545	131,698	128,705	109.5%	100.5%	101.0%
School of Nursing	108,979	83,781	81,204	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	110,622	76,522	70,000	97,195	97,920	93,849	113.8%	78.1%	74.6%

Humanities **\$96,297** **\$73,907** **\$69,337** **\$97,346** **\$69,970** **\$65,082** **98.9%** **105.6%** **106.5%**

Art	82,047	N/A	66,989	85,029	72,742	64,438	96.5%	N/A	104.0%
Dance	84,527	60,832	55,697	78,821	63,893	N/A	107.2%	95.2%	N/A
African Languages & Literature	N/A	95,950	N/A	95,158	N/A	60,600	N/A	N/A	N/A
Art History	87,234	81,608	65,000	98,705	67,659	N/A	88.4%	120.6%	N/A
Classics	119,140	N/A	70,000	93,199	81,806	65,082	127.8%	N/A	107.6%
Comparative Literature	89,647	N/A	70,000	93,143	60,069	68,000	96.2%	N/A	102.9%
East Asian Languages & Literature	117,865	64,774	61,206	110,404	65,591	58,375	106.8%	98.8%	104.8%
English	113,214	79,194	69,495	109,015	81,779	66,307	103.9%	96.8%	104.8%
French & Italian	90,255	68,154	62,226	100,424	63,915	65,224	89.9%	106.6%	95.4%
German	94,624	65,633	65,797	103,255	70,412	62,736	91.6%	93.2%	104.9%
History of Science	132,613	74,467	70,700	102,738	N/A	N/A	129.1%	N/A	N/A
History	106,600	78,548	71,407	114,271	84,295	71,054	93.3%	93.2%	100.5%
Jewish Studies	92,992	N/A	N/A	N/A	78,548	60,186	N/A	N/A	N/A
Languages & Cultures of Asia	110,313	N/A	N/A	86,230	N/A	N/A	127.9%	N/A	N/A
Linguistics	82,919	N/A	N/A	117,975	N/A	N/A	70.3%	N/A	N/A
Philosophy	98,000	N/A	77,700	135,997	93,476	75,804	72.1%	N/A	102.5%
Scandinavian Studies	103,936	79,088	N/A	95,979	N/A	N/A	108.3%	N/A	N/A
School of Music	81,909	65,723	N/A	86,809	66,206	64,267	94.4%	99.3%	N/A
Slavic Languages	105,354	73,907	N/A	96,414	64,280	N/A	109.3%	115.0%	N/A
Spanish & Portuguese	88,958	70,978	62,226	101,076	70,312	60,186	88.0%	100.9%	103.4%
Theatre & Drama	101,013	63,759	N/A	75,913	65,286	61,716	133.1%	97.7%	N/A
Gender & Women's Studies	108,226	81,784	71,815	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2014 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, 2011-2014

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	22	83	21.0%	10	45.5%	49	59.0%
College of Engineering	6	32	15.8%	5	83.3%	21	65.6%
Letters & Sciences	16	49	24.6%	5	31.3%	26	53.1%
College of Agricultural & Life Sciences	0	2	0.0%	N/A	N/A	2	100.0%
Biological Sciences	56	78	41.8%	44	78.6%	57	73.1%
Letters & Sciences	3	3	50.0%	3	100.0%	3	100.0%
School of Veterinary Medicine	6	2	75.0%	4	66.7%	1	50.0%
School of Pharmacy	2	3	40.0%	2	100.0%	3	100.0%
Medical School	32	47	40.5%	25	78.1%	31	66.0%
College of Agricultural & Life Sciences	13	23	36.1%	10	76.9%	19	82.6%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	5	17	22.7%	4	80.0%	12	70.6%
College of Engineering	4	10	28.6%	3	75.0%	7	70.0%
Letters & Sciences	1	5	16.7%	1	100.0%	3	60.0%
College of Agricultural & Life Sciences	0	2	0.0%	N/A	N/A	2	100.0%
Biological Sciences	6	18	25.0%	6	100.0%	14	77.8%
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	5	15	25.0%	5	100.0%	12	80.0%
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, 2011-2014

Division/School	Base Salary, Offers Made, Junior Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$99,722	\$79 - \$127	\$104,556	\$81 - \$144	95.4%	\$97,889	\$90 - \$109	\$104,000	\$81 - \$139	94.1%
College of Engineering	\$96,500	\$90 - \$109	\$110,000	\$91 - \$144	87.7%	\$95,000	\$90 - \$109	\$110,000	\$91 - \$122	86.4%
Letters & Sciences	\$101,444	\$79 - \$127	\$100,222	\$81 - \$142	101.2%	\$101,444	\$90 - \$108	\$100,833	\$81 - \$139	100.6%
College of Agricultural & Life Sciences	N/A	N/A	\$91,500	\$87 - \$96	N/A	N/A	N/A	\$91,500	\$87 - \$96	N/A
Biological Sciences	\$96,000	\$48 - \$400	\$100,000	\$47 - \$400	96.0%	\$92,500	\$48 - \$250	\$100,000	\$47 - \$250	92.5%
Letters & Sciences	\$93,200	\$92 - \$103	\$85,556	\$84 - \$100	N/A	\$93,200	\$92 - \$103	\$85,556	\$84 - \$100	108.9%
School of Veterinary Medicine	\$102,500	\$92 - \$120	\$91,250	\$83 - \$100	112.3%	\$106,750	\$92 - \$120	\$82,500	\$83	129.4%
School of Pharmacy	\$87,000	\$80 - \$94	\$83,000	\$80 - \$96	104.8%	\$87,000	\$80 - \$94	\$83,000	\$80 - \$96	104.8%
Medical School	\$97,500	\$48 - \$400	\$100,000	\$47 - \$400	97.5%	\$97,000	\$48 - \$250	\$100,000	\$47 - \$250	97.0%
College of Agricultural & Life Sciences	\$87,500	\$84 - \$116	\$90,000	\$80 - \$108	97.2%	\$87,250	\$84 - \$116	\$87,500	\$80 - \$108	99.7%
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	\$151,250	\$134 - \$159	\$171,111	\$110 - \$284	88.4%	\$151,250	\$134 - \$159	\$149,722	\$110 - \$253	101.0%
College of Engineering	\$143,611	\$134 - \$159	\$161,944	\$115 - \$253	88.7%	\$143,611	\$134 - \$159	\$152,778	\$115 - \$253	94.0%
Letters & Sciences	\$158,889	\$159	\$201,667	\$116 - \$284	78.8%	\$158,889	\$159	\$201,666	\$116 - \$202	78.8%
College of Agricultural & Life Sciences	N/A	N/A	\$113,056	\$110 - \$116	N/A	N/A	N/A	\$113,056	\$110 - \$116	N/A
Biological Sciences	\$132,500	\$100 - \$552	\$181,167	\$59 - \$650	73.1%	\$132,500	\$100 - \$552	\$222,500	\$59 - \$650	59.6%
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	\$150,000	\$100 - \$552	\$179,000	\$59 - \$650	83.8%	\$150,000	\$100 - \$552	\$235,000	\$59 - \$650	63.8%
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, 2011-2014

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	\$400,000	\$36 - \$2731	\$317,500	\$31 - \$1106	126.0%	\$450,000	\$36 - \$1006	\$328,000	\$32 - \$1106	137.2%
College of Engineering	\$500,000	\$300 - \$984	\$415,500	\$31 - \$1106	120.3%	\$500,000	\$400 - \$984	\$443,000	\$208 - \$1106	112.9%
Letters & Sciences	\$372,349	\$36 - \$2731	\$233,073	\$32 - \$1050	159.8%	\$57,500	\$36 - \$1006	\$80,250	\$32 - \$1050	71.7%
College of Agricultural & Life Sciences	N/A	N/A	\$347,000	\$328 - \$366	N/A	N/A	N/A	\$347,000	\$328 - \$366	N/A
Biological Sciences	\$351,834	\$50 - \$1117	\$405,500	\$20 - \$1314	86.8%	\$353,667	\$50 - \$1117	\$450,000	\$33 - \$1314	78.6%
Letters & Sciences	\$718,096	\$173 - \$931	\$516,860	\$406 - \$836	138.9%	\$718,096	\$173 - \$931	\$516,860	\$406 - \$836	138.9%
School of Veterinary Medicine	\$330,000	\$140 - \$380	\$391,771	\$311 - \$472	84.2%	\$170,000	\$140 - \$330	\$471,801	\$472	36.0%
School of Pharmacy	\$658,540	\$200 - \$1117	\$862,081	\$180 - \$1314	76.4%	\$658,540	\$200 - \$1117	\$862,081	\$180 - \$1314	76.4%
Medical School	\$330,000	\$50 - \$1050	\$300,000	\$20 - \$760	110.0%	\$330,000	\$50 - \$1050	\$300,000	\$33 - \$760	110.0%
College of Agricultural & Life Sciences	\$403,000	\$316 - \$1016	\$469,528	\$283 - \$1025	85.8%	\$392,500	\$333 - \$1016	\$483,889	\$283 - \$1025	81.1%
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	\$325,000	\$214 - \$1431	\$370,000	\$6 - \$1800	87.8%	\$335,000	\$242 - \$1431	\$323,991	\$6 - \$1266	103.4%
College of Engineering	\$283,367	\$214 - \$345	\$427,991	\$79 - \$1800	66.2%	\$325,000	\$242 - \$345	\$340,982	\$79 - \$1250	95.3%
Letters & Sciences	\$1,430,500	\$1,431	\$394,498	\$6 - \$1631	362.6%	\$1,430,500	\$1,431	\$125,500	\$6 - \$1266	1139.8%
College of Agricultural & Life Sciences	N/A	N/A	\$284,806	\$200 - \$370	N/A	N/A	N/A	\$284,806	\$200 - \$370	N/A
Biological Sciences	\$363,000	\$6 - \$528	\$225,000	\$20 - \$2740	161.3%	\$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	\$164,000	\$20 - \$2740	289.6%	\$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, 2014

	2013-2014	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	28	39.3%
Physical Sciences	10	20.0%
Senior Hires		
Biological Sciences	12	33.3%
Physical Sciences	3	33.3%
Total Hires, Biological Sciences	40	37.5%
Total Hires, Physical Sciences	13	23.1%
Total Hires, Junior	38	34.2%
Total Hires, Senior	15	33.3%
TOTAL HIRES	53	34.0%

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

SOURCE: October 2013 and October 2014 HRS Frozen slice.