

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2015

Division/Department	Women	Men	% Women
Physical Sciences	71.90	369.25	16.3%
Biological Systems Engineering	2.00	12.25	14.0%
Soil Science	2.00	12.00	14.3%
Biomedical Engineering	5.80	7.90	42.3%
Chemical & Biological Engineering	2.00	17.00	10.5%
Civil & Environmental Engineering	4.50	20.75	17.8%
Electrical & Computer Engineering	7.00	30.50	18.7%
Engineering Physics	2.25	19.50	10.3%
Engineering Professional Development	0.00	5.00	0.0%
Industrial & Systems Engineering	5.50	14.00	28.2%
Materials Science & Engineering	3.00	10.00	23.1%
Mechanical Engineering	4.00	26.75	13.0%
Astronomy	4.75	7.00	40.4%
Atmospheric & Oceanic Sciences	2.00	11.00	15.4%
Chemistry	6.50	32.00	16.9%
Computer Sciences	3.00	33.00	8.3%
Geoscience	2.00	19.00	9.5%
Mathematics	6.85	39.60	14.7%
Physics	5.25	37.00	12.4%
Statistics	3.50	15.00	18.9%
Biological Sciences	251.50	547.25	31.5%
Forest & Wildlife Ecology	2.00	15.50	11.4%
Agronomy	4.00	12.25	24.6%
Animal Science	0.00	15.60	0.0%
Bacteriology	5.60	13.75	28.9%
Biochemistry	8.50	23.00	27.0%
Dairy Science	3.00	8.40	26.3%
Entomology	2.50	9.00	21.7%
Food Science	1.00	10.00	9.1%
Genetics	4.00	10.17	28.2%
Horticulture	4.00	7.50	34.8%
Nutritional Sciences	5.00	6.50	43.5%
Plant Pathology	8.00	7.00	53.3%
Kinesiology	11.00	6.00	64.7%
Botany	8.50	8.50	50.0%
Communicative Disorders	10.00	3.00	76.9%
Zoology	7.00	15.00	31.8%
Nelson Institute for Environmental Studies	6.50	3.75	63.4%
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	5.00	14.00	26.3%

Cell & Regenerative Biology	8.00	8.00	50.0%
Dermatology	0.00	5.00	0.0%
Emergency Medicine	1.00	1.00	50.0%
Family Medicine	3.75	5.55	40.3%
Genetics	2.00	6.83	22.7%
Human Oncology	1.00	9.35	9.7%
Medical History & Bioethics	3.50	4.50	43.8%
Medical Microbiology	4.60	7.00	39.7%
Medical Physics	1.20	17.45	6.4%
Medicine	25.50	56.40	31.1%
Neurological Surgery	0.00	6.00	0.0%
Neurology	4.00	4.50	47.1%
Neuroscience	6.00	18.00	25.0%
Obstetrics & Gynecology	3.75	10.00	27.3%
Oncology	6.50	12.50	34.2%
Ophthalmology & Visual Sciences	5.50	11.00	33.3%
Orthopedics & Rehabilitation	3.00	8.50	26.1%
Pathology & Laboratory Medicine	5.00	8.00	38.5%
Pediatrics	11.50	11.60	49.8%
Population Health Sciences	11.80	9.50	55.4%
Psychiatry	5.00	11.10	31.1%
Radiology	2.00	16.80	10.6%
Surgery	10.00	30.00	25.0%
Urology	0.00	5.00	0.0%
SMPH Admin	0.00	1.00	0.0%
Comparative Biosciences	6.00	10.00	37.5%
Medical Sciences	6.00	8.00	42.9%
Pathobiological Sciences	3.00	14.00	17.6%
Surgical Sciences	2.00	3.00	40.0%

Social Studies

243.90 317.65 43.4%

School of Business	19.00	63.17	23.1%
Agricultural & Applied Economics	3.00	17.90	14.4%
Community & Environmental Sociology	3.40	6.00	36.2%
Landscape Architecture	4.00	3.00	57.1%
Life Sciences Communication	3.00	3.00	50.0%
Urban & Regional Planning	1.00	3.00	25.0%
Professional Development & Applied Studies	3.80	4.00	48.7%
Counseling Psychology	4.00	3.00	57.1%
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	6.00	9.00	40.0%
Rehabilitation Psychology & Special Education	7.00	5.00	58.3%
Afro-American Studies	5.50	2.25	71.0%
Anthropology	8.00	10.00	44.4%
Communication Arts	10.00	12.60	44.2%
Economics	4.20	24.83	14.5%
Geography	4.50	12.00	27.3%
School of Journalism & Mass Communication	6.00	12.50	32.4%
LaFollette School of Public Affairs	3.00	6.75	30.8%

School of Library & Information Studies	5.00	2.50	66.7%
Political Science	10.00	22.25	31.0%
Psychology	16.00	18.00	47.1%
Social Work	9.50	7.00	57.6%
Sociology	11.00	18.50	37.3%
Urban & Regional Planning	0.00	3.75	0.0%
Law School	15.50	13.50	53.4%
School of Nursing	16.50	0.00	100.0%
School of Human Ecology	27.00	9.00	75.0%
Humanities	168.05	190.20	46.9%
Art	11.00	18.00	37.9%
Dance	4.75	3.00	61.3%
Theatre & Drama	4.00	5.00	44.4%
Classical and Near Eastern Studies	3.00	9.00	25.0%
African Languages & Literature	1.00	5.50	15.4%
Art History	10.00	4.75	67.8%
Comparative Literature	4.00	6.50	38.1%
East Asian Languages & Literature	9.00	6.00	60.0%
English	29.20	18.10	61.7%
French & Italian	10.00	10.25	49.4%
German	8.00	8.60	48.2%
History of Science	4.00	2.50	61.5%
History	23.10	28.00	45.2%
Jewish Studies	1.00	1.00	50.0%
Languages & Cultures of Asia	1.00	1.00	50.0%
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	11.50	26.00	30.7%
Slavic Languages	4.00	5.00	44.4%
Spanish & Portuguese	12.00	14.00	46.2%
Gender & Women's Studies	8.50	0.00	100.0%

SOURCE: October 2015 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, 2015

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	39.80	12.50	19.60	255.15	53.50	60.60	13.5%	18.9%	24.4%
Biological Systems Engineering	1.00	0.00	1.00	9.25	1.00	2.00	9.8%	0.0%	33.3%
Soil Science	2.00	0.00	0.00	8.00	3.00	1.00	20.0%	0.0%	0.0%
Biomedical Engineering	2.80	1.00	2.00	4.90	0.00	3.00	36.4%	100.0%	40.0%
Chemical & Biological Engineering	1.00	1.00	0.00	14.00	2.00	1.00	6.7%	33.3%	0.0%
Civil & Environmental Engineering	1.50	1.00	2.00	12.75	4.00	4.00	10.5%	20.0%	33.3%
Electrical & Computer Engineering	3.00	3.00	1.00	22.50	2.00	6.00	11.8%	60.0%	14.3%
Engineering Physics	1.25	0.00	1.00	15.50	2.00	2.00	7.5%	0.0%	33.3%
Engineering Professional Development	0.00	0.00	0.00	3.00	1.00	1.00	0.0%	0.0%	0.0%
Industrial & Systems Engineering	3.50	1.00	1.00	7.00	4.00	3.00	33.3%	20.0%	25.0%
Materials Science & Engineering	3.00	0.00	0.00	8.00	2.00	0.00	27.3%	0.0%	N/A
Mechanical Engineering	1.00	1.00	2.00	11.75	9.00	6.00	7.8%	10.0%	25.0%
Astronomy	2.75	0.00	2.00	6.00	1.00	0.00	31.4%	0.0%	100.0%
Atmospheric & Oceanic Sciences	0.00	1.00	1.00	8.00	3.00	0.00	0.0%	25.0%	100.0%
Chemistry	4.50	1.00	1.00	25.00	3.00	4.00	15.3%	25.0%	20.0%
Computer Sciences	1.00	2.00	0.00	22.00	6.00	5.00	4.3%	25.0%	0.0%
Geoscience	2.00	0.00	0.00	15.00	1.00	3.00	11.8%	0.0%	0.0%
Mathematics	2.25	0.00	4.60	21.00	7.00	11.60	9.7%	0.0%	28.4%
Physics	4.25	0.00	1.00	31.00	2.00	4.00	12.1%	0.0%	20.0%
Statistics	3.00	0.50	0.00	10.50	0.50	4.00	22.2%	50.0%	0.0%
Biological Sciences	116.50	65.00	70.00	351.95	99.30	96.00	24.9%	39.6%	42.2%
Forest & Wildlife Ecology	0.00	2.00	0.00	9.00	3.50	3.00	0.0%	36.4%	0.0%
Agronomy	1.00	2.00	1.00	10.25	1.00	1.00	8.9%	66.7%	50.0%
Animal Science	0.00	0.00	0.00	12.60	1.00	2.00	0.0%	0.0%	0.0%
Bacteriology	3.60	1.00	1.00	9.75	0.00	4.00	27.0%	100.0%	20.0%
Biochemistry	6.50	1.00	1.00	18.00	3.00	2.00	26.5%	25.0%	33.3%
Dairy Science	1.00	0.00	2.00	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	1.00	1.00	2.00	7.67	0.50	2.00	11.5%	66.7%	50.0%
Horticulture	1.00	1.00	2.00	6.50	0.00	1.00	13.3%	100.0%	66.7%
Nutritional Sciences	4.00	1.00	0.00	4.50	1.00	1.00	47.1%	50.0%	0.0%
Plant Pathology	4.00	2.00	2.00	3.00	0.00	4.00	57.1%	100.0%	33.3%
Kinesiology	2.00	3.00	6.00	3.00	2.00	1.00	40.0%	60.0%	85.7%
Botany	4.00	3.50	1.00	7.50	0.00	1.00	34.8%	100.0%	50.0%
Communicative Disorders	7.00	1.00	2.00	3.00	0.00	0.00	70.0%	100.0%	100.0%
Zoology	5.00	2.00	0.00	9.00	3.00	3.00	35.7%	40.0%	0.0%
Nelson Institute for Environmental Studies	3.00	1.00	2.50	2.25	1.50	0.00	57.1%	40.0%	100.0%

School of Pharmacy	3.50	1.00	5.00	13.00	6.00	4.00	21.2%	14.3%	55.6%
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	5.75	1.00	1.00	25.8%	44.4%	66.7%
Biostatistics & Medical Informatics	2.50	1.00	1.50	7.00	5.00	2.00	26.3%	16.7%	42.9%
Cell & Regenerative Biology	3.00	4.00	1.00	7.00	0.00	1.00	30.0%	100.0%	50.0%
Dermatology	0.00	0.00	0.00	5.00	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	1.75	1.75	2.80	1.00	53.3%	0.0%	63.6%
Genetics	1.00	1.00	0.00	4.33	1.50	1.00	18.8%	40.0%	0.0%
Human Oncology	0.00	1.00	0.00	7.35	1.00	1.00	0.0%	50.0%	0.0%
Medical History & Bioethics	2.00	0.50	1.00	1.50	2.00	1.00	57.1%	20.0%	50.0%
Medical Microbiology	2.40	2.20	0.00	5.00	0.00	2.00	32.4%	100.0%	0.0%
Medical Physics	0.20	1.00	0.00	12.85	1.60	3.00	1.5%	38.5%	0.0%
Medicine	4.50	7.00	14.00	28.40	16.00	12.00	13.7%	30.4%	53.8%
Neurological Surgery	0.00	0.00	0.00	4.00	2.00	0.00	0.0%	0.0%	N/A
Neurology	1.00	2.00	1.00	3.50	1.00	0.00	22.2%	66.7%	100.0%
Neuroscience	6.00	0.00	0.00	10.00	5.00	3.00	37.5%	0.0%	0.0%
Obstetrics & Gynecology	2.00	1.00	0.75	8.00	1.00	1.00	20.0%	50.0%	42.9%
Oncology	4.50	2.00	0.00	11.50	0.00	1.00	28.1%	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	4.50	2.00	2.00	18.2%	33.3%	33.3%
Pathology & Laboratory Medicine	3.00	1.00	1.00	6.00	2.00	0.00	33.3%	33.3%	100.0%
Pediatrics	6.50	3.00	2.00	5.60	1.00	5.00	53.7%	75.0%	28.6%
Population Health Sciences	6.30	2.00	3.50	5.00	4.50	0.00	55.8%	30.8%	100.0%
Psychiatry	3.00	2.00	0.00	3.70	2.40	5.00	44.8%	45.5%	0.0%
Radiology	1.00	0.00	1.00	8.80	4.00	4.00	10.2%	0.0%	20.0%
Surgery	4.00	3.00	3.00	15.00	6.00	9.00	21.1%	33.3%	25.0%
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	3.00	1.00	4.00	4.00	2.00	33.3%	42.9%	33.3%
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	1.00	10.00	3.00	1.00	0.0%	40.0%	50.0%
Surgical Sciences	1.00	0.00	1.00	3.00	0.00	0.00	25.0%	N/A	100.0%

Social Studies	109.00	60.00	74.90	191.65	51.00	75.00	36.3%	54.1%	50.0%
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School of Business	5.00	8.00	6.00	28.17	14.00	21.00	15.1%	36.4%	22.2%
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	4.00	1.00	1.00	33.3%	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	1.00	75.0%	0.0%	0.0%
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	2.80	0.00	1.00	2.00	0.00	2.00	58.3%	N/A	33.3%
Counseling Psychology	2.00	2.00	0.00	3.00	0.00	0.00	40.0%	100.0%	N/A
Curriculum & Instruction	9.00	6.00	7.00	8.15	1.00	2.00	52.5%	85.7%	77.8%
Educational Policy Studies	3.00	2.00	4.00	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	4.00	1.00	1.00	5.00	2.00	2.00	44.4%	33.3%	33.3%
Rehabilitation Psychology & Special Education	3.00	1.00	3.00	2.00	0.00	3.00	60.0%	100.0%	50.0%

Afro-American Studies	1.50	1.00	3.00	2.25	0.00	0.00	40.0%	100.0%	100.0%
Anthropology	5.00	1.00	2.00	6.00	0.00	4.00	45.5%	100.0%	33.3%
Communication Arts	4.00	1.00	5.00	8.60	2.00	2.00	31.7%	33.3%	71.4%
Economics	1.20	0.00	3.00	15.83	4.00	5.00	7.0%	0.0%	37.5%
Geography	1.00	1.00	2.50	7.00	2.00	3.00	12.5%	33.3%	45.5%
School of Journalism & Mass Communication	1.00	3.00	2.00	9.50	1.00	2.00	9.5%	75.0%	50.0%
LaFollette School of Public Affairs	2.00	0.00	1.00	3.50	3.25	0.00	36.4%	0.0%	100.0%
School of Library & Information Studies	3.00	1.00	1.00	0.50	0.00	2.00	85.7%	100.0%	33.3%
Political Science	5.00	2.00	3.00	13.50	4.75	4.00	27.0%	29.6%	42.9%
Psychology	12.00	3.00	1.00	13.00	0.00	5.00	48.0%	100.0%	16.7%
Social Work	4.50	4.00	1.00	4.00	0.00	3.00	52.9%	100.0%	25.0%
Sociology	7.00	1.00	3.00	11.50	4.00	3.00	37.8%	20.0%	50.0%
Urban & Regional Planning	0.00	0.00	0.00	2.75	1.00	0.00	0.0%	0.0%	N/A
Law School	6.50	6.00	3.00	9.50	2.00	2.00	40.6%	75.0%	60.0%
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	9.00	8.00	10.00	6.00	2.00	1.00	60.0%	80.0%	90.9%
Humanities	93.20	28.50	46.35	124.70	29.00	36.50	42.8%	49.6%	55.9%
Art	5.00	0.00	6.00	12.00	3.00	3.00	29.4%	0.0%	66.7%
Dance	1.00	1.00	2.75	2.00	1.00	0.00	33.3%	50.0%	100.0%
Theatre & Drama	3.00	1.00	0.00	2.00	1.00	2.00	60.0%	50.0%	0.0%
Classical and Near Eastern Studies	2.00	0.00	1.00	4.00	2.00	3.00	33.3%	0.0%	25.0%
African Languages & Literature	0.00	1.00	0.00	1.50	0.00	4.00	0.0%	100.0%	0.0%
Art History	7.00	0.00	3.00	3.75	1.00	0.00	65.1%	0.0%	100.0%
Comparative Literature	2.00	0.00	2.00	2.00	2.50	2.00	50.0%	0.0%	50.0%
East Asian Languages & Literature	4.00	3.00	2.00	2.00	3.00	1.00	66.7%	50.0%	66.7%
English	16.20	6.00	7.00	13.10	2.00	3.00	55.3%	75.0%	70.0%
French & Italian	4.00	5.00	1.00	7.25	1.00	2.00	35.6%	83.3%	33.3%
German	5.00	1.00	2.00	6.60	1.00	1.00	43.1%	50.0%	66.7%
History of Science	2.00	0.00	2.00	2.50	0.00	0.00	44.4%	N/A	100.0%
History	12.50	3.00	7.60	18.00	4.00	6.00	41.0%	42.9%	55.9%
Jewish Studies	1.00	0.00	0.00	0.00	0.50	0.50	100.0%	0.0%	0.0%
Languages & Cultures of Asia	1.00	0.00	0.00	1.00	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	1.00	0.00	3.00	9.00	1.00	4.00	10.0%	0.0%	42.9%
Scandinavian Studies	2.00	1.00	0.00	1.00	0.00	1.00	66.7%	100.0%	0.0%
School of Music	9.50	1.00	1.00	24.00	0.00	2.00	28.4%	100.0%	33.3%
Slavic Languages	3.00	1.00	0.00	4.00	1.00	0.00	42.9%	50.0%	N/A
Spanish & Portuguese	7.00	2.00	3.00	7.00	5.00	2.00	50.0%	28.6%	60.0%
Gender & Women's Studies	3.00	2.50	3.00	0.00	0.00	0.00	100.0%	100.0%	100.0%

SOURCE: October 2015 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, 2015

2011 - 2015

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	12	11	91.7%	58	57	98.3%
Biological Sciences	36	35	97.2%	53	51	96.2%
Social Studies	53	52	98.1%	36	35	97.2%
Humanities	23	22	95.7%	19	18	94.7%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2015

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	28.6%	35.7%	35.7%	55	9.1%	23.6%	67.3%
2011-15	12	91.7%	0.0%	8.3%	42	85.7%	4.8%	9.5%

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	0.0%	22.4%	77.6%
2007-11	30	26.7%	10.0%	63.3%	61	26.2%	13.1%	60.7%
2011-15	44	88.6%	4.5%	6.8%	58	89.7%	8.6%	1.7%

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	22.4%	30.6%	46.9%	52	26.9%	28.8%	44.2%
2011-15	59	69.5%	13.6%	16.9%	60	80.0%	8.3%	11.7%

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	25.8%	25.8%	48.4%	22	31.8%	18.2%	50.0%
2011-15	51	84.3%	5.9%	9.8%	38	84.2%	7.9%	7.9%

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, 2015

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	11.0	15.0	9.0	1.0	14.0	20.0	8.0	2.0	78.6%	75.0%	112.5%	50.0%
Biological Sciences	9.0	16.0	8.0	2.0	13.0	20.0	8.0	2.0	69.2%	80.0%	100.0%	100.0%
Social Studies	9.0	18.0	8.0	2.0	12.0	17.0	8.0	3.0	75.0%	105.9%	100.0%	66.7%
Humanities	13.0	18.0	9.0	2.0	15.0	23.0	9.0	3.0	86.7%	78.3%	66.7%	66.7%

SOURCE: October 2015 HRS Frozen slice

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

Table 5b. Attrition by Gender, 2014-2015

	Headcounts			%		
	Retired	Resigned	2014 Total Faculty	Retired	Resigned	Left UW
Total	47	31	2,220	2.1%	1.4%	3.5%
Women	13	12	742	1.8%	1.6%	3.4%
Men	43	27	1,478	2.9%	1.8%	4.7%
Physical Sciences						
Women	1	0	66	1.5%	0.0%	1.5%
Men	11	6	375	2.9%	1.6%	4.5%
Biological Sciences						
Women	4	3	253	1.6%	1.2%	2.8%
Men	22	11	600	3.7%	1.8%	5.5%
Social Studies						
Women	4	6	231	1.7%	2.6%	4.3%
Men	6	9	304	2.0%	3.0%	4.9%
Humanities						
Women	4	3	164	2.4%	1.8%	4.3%
Men	4	1	196	2.0%	0.5%	2.6%

SOURCE: October 2014 and 2015 HRS Frozen slice

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, 2015

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	42	260	13.9%	4	13	23.5%	9.5%	5.0%
Biological Sciences	111	344	24.4%	12	36	25.0%	10.8%	10.5%
Social Studies	100	184	35.2%	10	16	38.5%	10.0%	8.7%
Humanities	92	125	42.4%	7	11	38.9%	7.6%	8.8%
Total	345	913	27.4%	33	76	30.3%	9.6%	8.3%

SOURCE: HRS appointment system frozen slice, October 2015.

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, 2015

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	42	260	13.9%	1	7	12.5%	2.4%	2.7%
Biological Sciences	117	362	24.4%	4	16	20.0%	3.4%	4.4%
Social Studies	119	197	37.7%	11	9	55.0%	9.2%	4.6%
Humanities	92	125	42.4%	0	2	0.0%	0.0%	1.6%
Total	370	944	28.2%	16	34	32.0%	4.3%	3.6%

SOURCE: HRS Frozen Appointment Data view, October 2015.

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, 2015

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	42	260	13.9%	0	3	N/A	0.0%	1.2%
Biological Sciences	117	362	24.4%	0	2	0.0%	0.0%	0.6%
Social Studies	119	197	37.7%	4	1	80.0%	3.4%	0.5%
Humanities	92	125	42.4%	0	2	0.0%	0.0%	1.6%
Total	370	944	28.2%	4	8	33.3%	1.1%	0.8%

SOURCE: HRS Frozen Appointment Data view, October 2015.

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, 2015

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	42	260	13.9%	0	4	0.0%	0.0%	1.5%
Biological Sciences	117	362	24.4%	3	11	21.4%	2.6%	3.0%
Social Studies	119	197	37.7%	9	9	50.0%	7.6%	4.6%
Humanities	92	125	42.4%	3	6	33.3%	3.3%	4.8%
Total	370	944	28.2%	15	30	33.3%	4.1%	3.2%

SOURCE: HRS appointment system frozen slice, October 2015.

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, 2015

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	7	9	43.8%
Vilas Distinguished Achievement	28	47	37.3%
Hilldale Professors	4	8	33.3%
John Bascom Professors	0	3	0.0%
Evjue-Bascom Professors	3	6	33.3%
Named-Bascom Professors	20	47	29.9%
Steenbock Professors	1	8	11.1%
WARF Professorships	16	30	34.8%
Wisconsin Distinguished Professors	0	4	0.0%
Other named professorships	75	250	23.1%
Holds two named professorships	15	63	19.2%
New named professorships	34	66	34.0%
Number holding named professorships	136	350	28.0%
Full Professors at UW-Madison	370	944	28.2%
Major Awards			
Vilas Associate Award	12	14	46.2%
Hilldale Award	2	2	50.0%
H. I. Romnes Faculty Fellowship	4	5	44.4%
WARF Kellett Mid-Career Award	3	6	33.3%
Tenured Professors at UW-Madison	538	1184	31.2%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2015.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2015; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2015.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women on Influential Committees, 2015

	Women	Men	% Female
Faculty Senate			
Physical Sciences	5	37	11.9%
Biological Sciences	25	55	31.3%
Social Studies	19	32	37.3%
Arts & Humanities	14	23	37.8%
Senators (total)	63	147	30.0%
Physical Sciences	6	24	20.0%
Biological Sciences	22	50	30.6%
Social Studies	22	18	55.0%
Arts & Humanities	10	12	45.5%
Alternates (Total)	60	104	36.6%
Athletic Board	10	14	41.7%
Campus Planning Committee	4	18	18.2%
Divisional Executive Committees*			
Physical Sciences	5	7	41.7%
Biological Sciences	5	7	41.7%
Social Studies	4	8	33.3%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	5	5	50.0%
Faculty Rights and Responsibilities Committee*	5	4	55.6%
Library Committee*	10	11	47.6%
University Committee*	5	1	83.3%
University Academic Planning Council	7	10	41.2%
Graduate School Academic Planning Council	4	2	66.7%
Graduate School Executive Committee	11	8	57.9%
University Research Council	9	14	39.1%
All Faculty	750	1455	34.0%
Physical Sciences	74	374	16.5%
Biological Sciences	256	565	31.2%
Social Studies	255	328	43.7%
Arts & Humanities	165	188	46.7%

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 10/1/2015. Totals from HRS appointment system frozen slice October 2015.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2015. 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), 2015

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$119,849	\$122,378	97.9%
Biological Systems Engineering	90,216	122,755	73.5%
Soil Science	100,111	92,481	108.2%
Biomedical Engineering	129,978	129,398	100.4%
Chemical & Biological Engineering	122,741	142,814	85.9%
Civil & Environmental Engineering	111,100	122,755	90.5%
Electrical & Computer Engineering	132,000	135,192	97.6%
Engineering Physics	124,980	139,163	89.8%
Engineering Professional Development	N/A	109,988	N/A
Industrial & Systems Engineering	145,670	134,746	108.1%
Materials Science & Engineering	131,593	131,715	99.9%
Mechanical Engineering	95,364	112,767	84.6%
Astronomy	120,000	120,000	100.0%
Atmospheric & Oceanic Sciences	89,670	118,944	75.4%
Chemistry	119,849	126,493	94.7%
Computer Sciences	132,613	157,000	84.5%
Geoscience	101,720	100,088	101.6%
Mathematics	90,595	103,102	87.9%
Physics	137,714	122,371	112.5%
Statistics	136,247	124,852	109.1%
Biological Sciences	\$98,576	\$106,320	92.7%
Forest & Wildlife Ecology	92,793	95,424	97.2%
Agronomy	92,069	101,387	90.8%
Animal Science	N/A	93,638	N/A
Bacteriology	107,580	108,839	98.8%
Biochemistry	110,478	128,142	86.2%
Dairy Science	94,257	102,729	91.8%
Entomology	122,983	98,984	124.2%
Food Science	100,608	107,136	93.9%
Genetics	90,900	113,852	79.8%
Horticulture	82,005	100,405	81.7%
Nutritional Sciences	101,639	103,318	98.4%
Plant Pathology	93,857	84,000	111.7%
Kinesiology	72,884	78,871	92.4%
Botany	101,900	128,510	79.3%
Communicative Disorders	114,111	127,950	89.2%
Zoology	101,313	98,909	102.4%
Nelson Institute for Environmental Studies	85,703	116,592	73.5%
School of Pharmacy	88,000	118,449	74.3%
Anesthesiology	N/A	100,395	N/A
Biomolecular Chemistry	96,040	116,848	82.2%
Biostatistics & Medical Informatics	133,297	142,432	93.6%
Cell & Regenerative Biology	92,079	149,816	61.5%

Dermatology	N/A	132,808	N/A
Emergency Medicine	135,000	83,463	161.7%
Family Medicine	124,920	86,331	144.7%
Genetics	107,115	108,370	98.8%
Human Oncology	76,781	97,402	78.8%
Medical History & Bioethics	112,643	77,689	145.0%
Medical Microbiology	121,375	105,042	115.5%
Medical Physics	100,926	113,104	89.2%
Medicine	83,463	95,825	87.1%
Neurological Surgery	N/A	79,811	N/A
Neurology	83,988	127,637	65.8%
Neuroscience	138,515	117,722	117.7%
Obstetrics & Gynecology	103,633	114,768	90.3%
Oncology	112,675	144,692	77.9%
Ophthalmology & Visual Sciences	129,749	140,482	92.4%
Orthopedics & Rehabilitation	59,679	69,869	85.4%
Pathology & Laboratory Medicine	116,642	117,889	98.9%
Pediatrics	101,344	109,091	92.9%
Population Health Sciences	117,538	131,537	89.4%
Psychiatry	83,463	93,895	88.9%
Radiology	88,209	83,940	105.1%
Surgery	106,911	66,917	159.8%
Urology	N/A	106,666	N/A
SMPH Admin	N/A	132,872	N/A
Comparative Biosciences	102,727	97,916	104.9%
Medical Sciences	93,062	103,415	90.0%
Pathobiological Sciences	105,000	117,089	89.7%
Surgical Sciences	105,361	127,428	82.7%

Social Studies	\$98,242	\$123,725	79.4%
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School of Business	200,000	202,000	99.0%
Agricultural & Applied Economics	121,200	118,922	101.9%
Community & Environmental Sociology	106,296	92,964	114.3%
Landscape Architecture	82,309	81,994	100.4%
Life Sciences Communication	110,000	80,000	137.5%
Urban & Regional Planning	68,442	86,354	79.3%
Professional Development & Applied Studies	83,783	71,841	116.6%
Counseling Psychology	91,477	102,099	89.6%
Curriculum & Instruction	88,445	105,227	84.1%
Educational Policy Studies	81,385	133,662	60.9%
Educational Psychology	89,414	108,850	82.1%
Educational Leadership & Policy Analysis	104,397	111,100	94.0%
Rehabilitation Psychology & Special Education	79,735	73,190	108.9%
Afro-American Studies	67,109	113,129	59.3%
Anthropology	105,236	92,544	113.7%
Communication Arts	87,612	102,312	85.6%
Economics	120,372	232,583	51.8%
Geography	81,404	99,158	82.1%
School of Journalism & Mass Communication	85,691	117,312	73.0%
LaFollette School of Public Affairs	180,000	156,550	115.0%
School of Library & Information Studies	91,535	71,407	128.2%

Political Science	124,683	114,130	109.2%
Psychology	138,532	127,250	108.9%
Social Work	98,576	146,060	67.5%
Sociology	118,423	115,251	102.8%
Urban & Regional Planning	N/A	88,654	N/A
Law School	148,291	157,558	94.1%
School of Nursing	88,372	N/A	N/A
School of Human Ecology	83,797	96,785	86.6%
Humanities	\$83,887	\$88,195	95.1%
Art	75,750	81,904	92.5%
Dance	56,758	70,407	80.6%
Theatre & Drama	94,574	65,286	144.9%
Classical and Near Eastern Studies	105,625	84,478	125.0%
African Languages & Literature	95,950	65,000	147.6%
Art History	86,307	98,705	87.4%
Comparative Literature	78,073	70,000	111.5%
East Asian Languages & Literature	82,119	69,229	118.6%
English	90,000	97,930	91.9%
French & Italian	72,027	94,495	76.2%
German	90,047	96,209	93.6%
History of Science	86,149	102,510	84.0%
History	94,902	103,508	91.7%
Jewish Studies	92,992	69,367	134.1%
Languages & Cultures of Asia	116,138	86,954	133.6%
Linguistics	82,919	117,975	70.3%
Philosophy	78,124	91,169	85.7%
Scandinavian Studies	89,542	78,238	114.4%
School of Music	76,362	86,112	88.7%
Slavic Languages	92,339	92,340	100.0%
Spanish & Portuguese	80,919	78,632	102.9%
Gender & Women's Studies	82,001	N/A	N/A

SOURCE: October 2015 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), 2015

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	\$139,746	\$110,885	\$90,079	\$140,283	\$107,707	\$93,328	99.6%	103.0%	96.5%
Biological Systems Engineering	105,941	N/A	74,491	130,625	101,681	106,021	81.1%	N/A	70.3%
Soil Science	100,111	N/A	N/A	110,123	87,690	83,397	90.9%	N/A	N/A
Biomedical Engineering	140,175	129,978	94,445	152,628	N/A	91,809	91.8%	N/A	102.9%
Chemical & Biological Engineering	135,712	109,770	N/A	164,052	100,020	100,000	82.7%	109.7%	N/A
Civil & Environmental Engineering	133,889	111,100	96,657	135,212	111,523	95,657	99.0%	99.6%	101.0%
Electrical & Computer Engineering	134,678	109,585	98,000	139,130	102,574	96,000	96.8%	106.8%	102.1%
Engineering Physics	124,980	N/A	95,000	154,956	107,664	98,000	80.7%	N/A	96.9%
Engineering Professional Development	N/A	N/A	N/A	139,657	107,393	99,158	N/A	N/A	N/A
Industrial & Systems Engineering	152,186	119,862	95,000	149,709	122,912	95,000	101.7%	97.5%	100.0%
Materials Science & Engineering	131,593	N/A	N/A	133,409	112,762	N/A	98.6%	N/A	N/A
Mechanical Engineering	174,477	95,728	93,500	141,223	108,347	93,405	123.5%	88.4%	100.1%
Astronomy	123,670	N/A	84,873	137,798	91,602	N/A	89.7%	N/A	N/A
Atmospheric & Oceanic Sciences	N/A	100,791	78,548	123,584	102,010	N/A	N/A	98.8%	N/A
Chemistry	132,613	95,000	81,608	144,398	95,000	82,577	91.8%	100.0%	98.8%
Computer Sciences	165,256	108,855	N/A	163,186	132,613	104,000	101.3%	82.1%	N/A
Geoscience	101,720	N/A	N/A	109,263	87,100	81,000	93.1%	N/A	N/A
Mathematics	135,307	N/A	90,000	118,133	98,000	90,000	114.5%	N/A	100.0%
Physics	150,373	N/A	89,000	137,830	104,707	88,365	109.1%	N/A	100.7%
Statistics	138,824	118,495	N/A	137,958	103,602	88,427	100.6%	114.4%	N/A
Biological Sciences	\$122,230	\$93,172	\$80,948	\$123,166	\$89,914	\$82,632	99.2%	103.6%	98.0%
Forest & Wildlife Ecology	N/A	92,793	N/A	113,591	82,343	88,648	N/A	112.7%	N/A
Agronomy	171,626	86,257	85,000	116,278	83,872	80,000	147.6%	102.8%	106.3%
Animal Science	N/A	N/A	N/A	101,034	84,215	83,284	N/A	N/A	N/A
Bacteriology	121,403	107,580	98,000	118,290	N/A	86,280	102.6%	N/A	113.6%
Biochemistry	112,129	110,000	86,709	133,540	108,035	87,355	84.0%	101.8%	99.3%
Dairy Science	129,682	N/A	91,670	102,729	101,855	N/A	126.2%	N/A	N/A
Entomology	122,983	N/A	75,950	119,140	87,689	85,850	103.2%	N/A	88.5%
Food Science	100,608	N/A	N/A	118,517	N/A	89,769	84.9%	N/A	N/A
Genetics	100,674	93,972	88,392	121,178	108,370	90,117	83.1%	86.7%	98.1%
Horticulture	93,444	75,159	80,016	108,619	N/A	88,850	86.0%	N/A	90.1%
Nutritional Sciences	106,110	99,164	N/A	110,559	92,917	84,000	96.0%	106.7%	N/A
Plant Pathology	102,870	92,814	74,686	127,513	N/A	81,255	80.7%	N/A	91.9%
Kinesiology	102,243	72,884	71,000	91,129	72,104	65,092	112.2%	101.1%	109.1%
Botany	118,414	79,101	84,840	131,111	N/A	76,457	90.3%	N/A	111.0%
Communicative Disorders	122,412	91,809	75,284	127,950	N/A	N/A	95.7%	N/A	N/A
Zoology	107,936	93,642	N/A	109,783	78,838	82,820	98.3%	118.8%	N/A
Nelson Institute for Environmental Studies	121,500	85,703	75,000	116,592	75,464	N/A	104.2%	113.6%	N/A
School of Pharmacy	161,000	93,338	81,810	130,687	94,732	81,305	123.2%	98.5%	100.6%

Anesthesiology	N/A	N/A	N/A	137,196	94,162	86,318	N/A	N/A	N/A
Biomolecular Chemistry	152,792	96,040	84,419	122,089	114,401	82,636	125.1%	83.9%	102.2%
Biostatistics & Medical Informatics	145,440	125,194	89,259	162,794	125,102	92,144	89.3%	100.1%	96.9%
Cell & Regenerative Biology	122,230	90,374	81,794	160,248	N/A	90,000	76.3%	N/A	90.9%
Dermatology	N/A	N/A	N/A	132,808	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	60,361	119,176	86,331	83,463	112.5%	N/A	72.3%
Genetics	114,257	93,972	N/A	108,500	112,350	84,668	105.3%	83.6%	N/A
Human Oncology	N/A	76,781	N/A	105,036	97,402	69,174	N/A	78.8%	N/A
Medical History & Bioethics	135,089	82,001	66,770	122,664	75,062	73,447	110.1%	109.2%	90.9%
Medical Microbiology	149,685	96,040	N/A	115,103	N/A	79,290	130.0%	N/A	N/A
Medical Physics	150,000	100,926	N/A	117,046	104,312	79,290	128.2%	96.8%	N/A
Medicine	150,849	90,172	82,946	125,194	84,155	76,994	120.5%	107.1%	107.7%
Neurological Surgery	N/A	N/A	N/A	100,505	72,786	N/A	N/A	N/A	N/A
Neurology	125,194	77,397	90,000	137,186	80,413	N/A	91.3%	96.3%	N/A
Neuroscience	138,515	N/A	N/A	135,210	89,806	79,290	102.4%	N/A	N/A
Obstetrics & Gynecology	123,427	75,265	39,725	130,535	77,074	39,332	94.6%	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	149,782	N/A	79,364	140,482	109,260	N/A	106.6%	N/A	N/A
Orthopedics & Rehabilitation	59,679	86,272	54,251	129,267	49,462	59,496	46.2%	174.4%	91.2%
Pathology & Laboratory Medicine	119,916	116,048	83,463	135,716	77,413	N/A	88.4%	149.9%	N/A
Pediatrics	125,194	98,062	63,928	133,047	109,538	81,818	94.1%	89.5%	78.1%
Population Health Sciences	135,961	90,781	79,364	154,406	92,122	N/A	88.1%	98.5%	N/A
Psychiatry	107,907	79,982	N/A	177,662	92,553	93,895	60.7%	86.4%	N/A
Radiology	136,670	N/A	39,748	92,691	100,665	41,002	147.4%	N/A	96.9%
Surgery	149,236	101,147	39,332	83,463	56,171	39,332	178.8%	180.1%	100.0%
Urology	N/A	N/A	N/A	103,557	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	113,433	98,576	92,000	130,902	93,230	84,383	86.7%	105.7%	109.0%
Medical Sciences	126,085	91,092	81,397	121,796	87,221	87,122	103.5%	104.4%	93.4%
Pathobiological Sciences	N/A	116,257	81,818	131,481	97,997	83,013	N/A	118.6%	98.6%
Surgical Sciences	111,559	N/A	99,164	127,428	N/A	N/A	87.5%	N/A	N/A

Social Studies	\$123,404	\$92,217	\$74,916	\$139,244	\$112,211	\$83,648	88.6%	82.2%	89.6%
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School of Business	241,799	205,950	163,325	238,729	194,497	166,650	101.3%	105.9%	98.0%
Agricultural & Applied Economics	N/A	121,200	N/A	122,878	140,898	108,090	N/A	86.0%	N/A
Community & Environmental Sociology	112,659	106,296	81,508	101,256	89,670	80,800	111.3%	118.5%	100.9%
Landscape Architecture	95,786	69,939	80,000	100,789	81,994	69,417	95.0%	85.3%	115.2%
Life Sciences Communication	110,000	N/A	N/A	200,000	78,154	80,000	55.0%	N/A	N/A
Urban & Regional Planning	N/A	N/A	68,442	114,488	84,477	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	84,465	N/A	61,977	93,725	N/A	64,534	90.1%	N/A	96.0%
Counseling Psychology	98,085	85,542	N/A	102,099	N/A	N/A	96.1%	N/A	N/A
Curriculum & Instruction	106,698	86,907	71,581	106,300	76,226	73,447	100.4%	114.0%	97.5%
Educational Policy Studies	101,357	89,043	65,650	133,662	N/A	N/A	75.8%	N/A	N/A
Educational Psychology	93,974	80,102	73,336	118,880	75,770	74,977	79.0%	105.7%	97.8%
Educational Leadership & Policy Analysis	105,855	84,847	74,916	116,956	98,502	70,271	90.5%	86.1%	106.6%
Rehabilitation Psychology & Special Education	104,793	79,735	70,377	127,307	N/A	70,700	82.3%	N/A	99.5%
Afro-American Studies	86,698	67,109	65,000	113,129	N/A	N/A	76.6%	N/A	N/A

Anthropology	123,566	81,814	69,811	108,643	N/A	69,151	113.7%	N/A	101.0%
Communication Arts	93,448	87,224	69,367	106,050	82,173	72,427	88.1%	106.1%	95.8%
Economics	220,000	N/A	120,372	263,475	186,169	123,725	83.5%	N/A	97.3%
Geography	118,364	88,000	76,508	121,300	83,494	76,303	97.6%	105.4%	100.3%
School of Journalism & Mass Communication	140,122	85,965	71,454	117,835	85,435	72,963	118.9%	100.6%	97.9%
LaFollette School of Public Affairs	181,667	N/A	105,000	172,000	112,211	N/A	105.6%	N/A	N/A
School of Library & Information Studies	92,448	82,628	73,447	161,241	N/A	71,407	57.3%	N/A	102.9%
Political Science	134,653	109,328	85,000	130,324	101,755	83,436	103.3%	107.4%	101.9%
Psychology	153,708	95,946	77,120	158,371	N/A	85,688	97.1%	N/A	90.0%
Social Work	142,592	89,714	84,000	153,237	N/A	80,588	93.1%	N/A	104.2%
Sociology	147,315	101,000	84,158	131,300	107,626	80,333	112.2%	93.8%	104.8%
Urban & Regional Planning	N/A	N/A	N/A	99,533	86,100	N/A	N/A	N/A	N/A
Law School	171,377	137,310	130,000	161,201	131,699	131,705	106.3%	104.3%	98.7%
School of Nursing	116,343	86,031	83,648	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	111,070	81,599	68,633	96,990	102,075	93,849	114.5%	79.9%	73.1%

Humanities **\$95,871** **\$72,925** **\$70,000** **\$96,533** **\$72,000** **\$65,286** **99.3%** **101.3%** **107.2%**

Art	86,418	N/A	66,989	85,756	75,513	64,236	100.8%	N/A	104.3%
Dance	84,527	63,832	55,697	80,990	66,893	N/A	104.4%	95.4%	N/A
Theatre & Drama	97,660	63,759	N/A	126,748	65,286	61,716	77.1%	97.7%	N/A
Classical and Near Eastern Studies	119,140	N/A	70,000	90,519	81,806	65,082	131.6%	N/A	107.6%
African Languages & Literature	N/A	95,950	N/A	95,158	N/A	62,800	N/A	N/A	N/A
Art History	90,608	N/A	65,000	98,705	67,659	N/A	91.8%	N/A	N/A
Comparative Literature	89,647	N/A	73,500	89,325	60,069	69,000	100.4%	N/A	106.5%
East Asian Languages & Literature	115,044	64,774	62,103	110,404	69,091	58,375	104.2%	93.8%	106.4%
English	111,707	79,534	72,720	100,697	90,005	66,307	110.9%	88.4%	109.7%
French & Italian	89,967	72,000	62,226	100,424	63,915	65,224	89.6%	112.6%	95.4%
German	94,624	72,925	65,797	103,255	58,195	62,736	91.6%	125.3%	104.9%
History of Science	115,455	N/A	72,350	102,510	N/A	N/A	112.6%	N/A	N/A
History	106,600	86,709	72,720	115,652	97,108	71,054	92.2%	89.3%	102.3%
Jewish Studies	92,992	N/A	N/A	N/A	78,548	60,186	N/A	N/A	N/A
Languages & Cultures of Asia	116,138	N/A	N/A	86,954	N/A	N/A	133.6%	N/A	N/A
Linguistics	82,919	N/A	N/A	117,975	N/A	N/A	70.3%	N/A	N/A
Philosophy	90,215	N/A	77,700	129,757	93,476	75,804	69.5%	N/A	102.5%
Scandinavian Studies	101,343	89,542	N/A	86,476	N/A	70,000	117.2%	N/A	N/A
School of Music	81,509	65,723	70,000	86,299	N/A	64,267	94.5%	N/A	108.9%
Slavic Languages	95,871	73,907	N/A	96,414	64,280	N/A	99.4%	115.0%	N/A
Spanish & Portuguese	89,928	70,978	63,226	105,580	70,782	61,206	85.2%	100.3%	103.3%
Gender & Women's Studies	105,841	81,784	71,815	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2015 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, 2012-2015

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	25	100	20.0%	13	52.0%	58	58.0%
College of Engineering	10	45	18.2%	7	70.0%	29	64.4%
Letters & Sciences	14	53	20.9%	5	35.7%	27	50.9%
College of Agricultural & Life Sciences	1	2	33.3%	1	36.4%	2	100.0%
Biological Sciences	60	74	44.8%	45	75.0%	53	71.6%
Letters & Sciences	3	3	50.0%	3	100.0%	3	100.0%
School of Veterinary Medicine	10	3	76.9%	6	60.0%	2	66.7%
School of Pharmacy	3	3	50.0%	3	100.0%	3	100.0%
Medical School	29	45	39.2%	23	79.3%	29	64.4%
College of Agricultural & Life Sciences	15	20	42.9%	10	66.7%	16	80.0%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	4	17	19.0%	4	100.0%	11	64.7%
College of Engineering	3	10	23.1%	3	100.0%	7	70.0%
Letters & Sciences	1	6	14.3%	1	100.0%	3	50.0%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	100.0%
Biological Sciences	7	16	30.4%	7	100.0%	13	81.3%
Letters & Sciences	0	0	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	0	1	0.0%	N/A	N/A	1	100.0%
School of Pharmacy	0	1	N/A	N/A	N/A	1	100.0%
Medical School	5	13	27.8%	5	100.0%	10	76.9%
College of Agricultural & Life Sciences	2	1	66.7%	2	100.0%	1	100.0%

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2012-2015

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	\$115,334	\$90 - \$153	\$112,000	\$81 - \$173	103.0%	\$107,556	\$90 - \$128	\$110,000	\$81 - \$153	97.8%
College of Engineering	\$126,667	\$90 - \$128	\$112,444	\$91 - \$153	112.6%	\$98,000	\$90 - \$128	\$110,000	\$91 - \$153	89.1%
Letters & Sciences	\$114,000	\$90 - \$153	\$112,000	\$81 - \$173	101.8%	\$107,556	\$90 - \$119	\$110,000	\$81 - \$153	97.8%
College of Agricultural & Life Sciences	\$112,000	\$112	\$91,500	\$87 - \$96	101.8%	\$112,000	\$112	\$91,500	\$87 - \$96	97.8%
Biological Sciences	\$97,000	\$48 - \$400	\$100,000	\$47 - \$400	97.0%	\$94,500	\$48 - \$250	\$100,000	\$47 - \$350	94.5%
Letters & Sciences	\$93,200	\$92 - \$103	\$100,000	\$84 - \$100	93.2%	\$93,200	\$92 - \$103	\$100,000	\$84 - \$100	93.2%
School of Veterinary Medicine	\$117,500	\$92 - \$133	\$100,000	\$83 - \$133	117.5%	\$117,500	\$92 - \$133	\$107,917	\$83 - \$133	108.9%
School of Pharmacy	\$94,000	\$80 - \$111	\$83,000	\$80 - \$96	113.3%	\$94,000	\$80 - \$111	\$83,000	\$80 - \$96	113.3%
Medical School	\$98,000	\$48 - \$400	\$105,000	\$47 - \$400	93.3%	\$97,000	\$48 - \$250	\$100,000	\$47 - \$350	97.0%
College of Agricultural & Life Sciences	\$87,500	\$84 - \$131	\$86,250	\$80 - \$117	101.4%	\$87,250	\$84 - \$131	\$85,000	\$80 - \$117	102.6%
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	\$176,000	\$110 - \$284	85.9%	\$151,250	\$134 - \$159	\$171,111	\$110 - \$253	88.4%
College of Engineering	\$143,611	\$134 - \$159	\$173,556	\$115 - \$253	82.7%	\$143,611	\$134 - \$159	\$171,111	\$115 - \$253	83.9%
Letters & Sciences	\$158,889	\$159	\$201,666	\$116 - \$284	78.8%	\$158,889	\$159	\$201,666	\$116 - \$202	78.8%
College of Agricultural & Life Sciences	N/A	N/A	\$110,000	\$110	N/A	N/A	N/A	\$110,000	\$110	N/A
Biological Sciences	\$146,667	\$100 - \$552	\$164,500	\$59 - \$525	89.2%	\$146,667	\$100 - \$552	\$183,333	\$59 - \$525	80.0%
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	\$183,333	\$183	N/A	N/A	N/A	\$183,333	\$183	N/A
School of Pharmacy	N/A	N/A	\$115,000	\$115	N/A	N/A	N/A	\$115,000	\$115	N/A
Medical School	\$400,000	\$100 - \$552	\$150,000	\$59 - \$525	266.7%	\$400,000	\$100 - \$552	\$194,500	\$59 - \$525	205.7%
College of Agricultural & Life Sciences	\$130,834	\$115 - \$147	\$220,000	\$220	59.5%	\$130,834	\$115 - \$147	\$220,000	\$220	59.5%

Table 12c. Total Startup Package* Offers, 2012-2015

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	\$500,000	\$51 - \$2731	\$366,000	\$31 - \$1970	136.6%	\$500,000	\$51 - \$1006	\$383,000	\$41 - \$1970	130.5%
College of Engineering	\$534,000	\$230 - \$1667	\$455,500	\$31 - \$1970	117.2%	\$500,000	\$230 - \$984	\$475,000	\$208 - \$1970	105.3%
Letters & Sciences	\$259,006	\$51 - \$2731	\$250,484	\$41 - \$1140	103.4%	\$57,500	\$51 - \$1006	\$237,632	\$41 - \$1140	24.2%
College of Agricultural & Life Sciences	\$529,000	\$529	\$347,000	\$328 - \$366	152.4%	\$529,000	\$529	\$347,000	\$328 - \$366	N/A
Biological Sciences	\$354,834	\$10 - \$1117	\$426,483	\$20 - \$1314	83.2%	\$356,000	\$50 - \$1117	\$455,166	\$33 - \$1314	78.2%
Letters & Sciences	\$718,096	\$173 - \$931	\$516,860	\$326 - \$836	138.9%	\$718,096	\$173 - \$931	\$516,860	\$326 - \$836	138.9%
School of Veterinary Medicine	\$330,000	\$140 - \$380	\$391,771	\$312 - \$472	84.2%	\$170,000	\$140 - \$330	\$471,801	\$472	36.0%
School of Pharmacy	\$873,000	\$200 - \$1117	\$862,081	\$180 - \$1314	101.3%	\$873,000	\$200 - \$1117	\$862,081	\$180 - \$1314	101.3%
Medical School	\$330,000	\$50 - \$1050	\$270,000	\$20 - \$760	122.2%	\$330,000	\$50 - \$1050	\$400,000	\$33 - \$760	82.5%
College of Agricultural & Life Sciences	\$416,000	\$316 - \$1016	\$483,889	\$290 - \$1292	86.0%	\$392,500	\$333 - \$1016	\$488,445	\$290 - \$1292	80.4%
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	\$242 - \$1431	\$515,000	\$6 - \$1800	65.0%	\$335,000	\$242 - \$1431	\$370,000	\$6 - \$1266	90.5%
College of Engineering	\$325,000	v	\$660,000	\$160 - \$1800	49.2%	\$325,000	\$242 - \$345	\$805,000	\$160 - \$1250	40.4%
Letters & Sciences	\$1,430,500	\$1,431	\$695,500	\$6 - \$1631	205.7%	\$1,430,500	\$1,431	\$125,500	\$6 - \$1266	1139.8%
College of Agricultural & Life Sciences	N/A	N/A	\$370,000	\$370	N/A	N/A	N/A	\$370,000	\$370	N/A
Biological Sciences	\$527,600	\$6 - \$3143	\$256,643	\$20 - \$2740	205.6%	\$527,600	\$6 - \$3143	\$178,000	\$20 - \$745	296.4%
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	\$160,000	\$160	N/A	N/A	N/A	\$160,000	\$160	N/A
School of Pharmacy	N/A	N/A	\$178,000	\$178	N/A	N/A	N/A	\$178,000	\$178	N/A
Medical School	\$527,600	\$6 - \$620	\$335,285	\$20 - \$2740	157.4%	\$527,600	\$6 - \$620	\$219,143	\$20 - \$745	240.8%
College of Agricultural & Life Sciences	\$1,697,000	\$251 - \$3143	\$450,000	\$450	377.1%	\$1,697,000	\$251 - \$3143	\$450,000	\$450	377.1%

* Total Startup Package does not include Base Salary.

Table 13. New Hires, 2015

	2014-2015	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	28	35.7%
Physical Sciences	27	29.6%
Senior Hires		
Biological Sciences	2	50.0%
Physical Sciences	1	0.0%
Total Hires, Biological Sciences	30	36.7%
Total Hires, Physical Sciences	28	32.1%
Total Hires, Junior	55	32.7%
Total Hires, Senior	3	33.3%
TOTAL HIRES	58	32.8%

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

SOURCE: October 2014 and October 2015 HRS Frozen slice.