

**Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2016**

<b>Division/Department</b>	<b>Women</b>	<b>Men</b>	<b>% Women</b>
<b>Physical Sciences</b>	<b>73.40</b>	<b>364.25</b>	<b>16.8%</b>
Biological Systems Engineering	2.00	13.25	13.1%
Soil Science	3.00	11.00	21.4%
Biomedical Engineering	5.80	7.90	42.3%
Chemical & Biological Engineering	2.00	18.00	10.0%
Civil & Environmental Engineering	5.50	20.75	21.0%
Electrical & Computer Engineering	8.00	32.50	19.8%
Engineering Physics	2.25	16.50	12.0%
Engineering Professional Development	0.00	5.00	0.0%
Industrial & Systems Engineering	5.00	13.00	27.8%
Materials Science & Engineering	3.00	11.00	21.4%
Mechanical Engineering	5.00	25.75	16.3%
Astronomy	4.75	7.00	40.4%
Atmospheric & Oceanic Sciences	2.00	10.00	16.7%
Chemistry	5.50	31.00	15.1%
Computer Sciences	2.00	32.00	5.9%
Geoscience	2.00	19.00	9.5%
Mathematics	6.85	38.60	15.1%
Physics	5.25	37.00	12.4%
Statistics	3.50	15.00	18.9%
<b>Biological Sciences</b>	<b>245.75</b>	<b>536.75</b>	<b>31.4%</b>
Forest & Wildlife Ecology	2.00	15.50	11.4%
Agronomy	4.00	12.50	24.2%
Animal Science	0.00	14.60	0.0%
Bacteriology	5.60	14.50	27.9%
Biochemistry	9.50	24.00	28.4%
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	9.17	30.4%
Horticulture	4.00	7.50	34.8%
Nutritional Sciences	4.00	6.50	38.1%
Plant Pathology	7.00	7.00	50.0%
Kinesiology	11.00	6.00	64.7%
Botany	7.50	9.50	44.1%
Communicative Disorders	9.00	1.00	90.0%
Zoology	7.00	15.00	31.8%
Nelson Institute for Environmental Studies	6.50	3.75	63.4%
School of Pharmacy	7.50	21.00	26.3%
Anesthesiology	0.00	8.00	0.0%
Biomolecular Chemistry	4.80	7.75	38.2%

Biostatistics & Medical Informatics	5.00	15.00	25.0%
Cell & Regenerative Biology	8.00	8.00	50.0%
Dermatology	0.00	6.00	0.0%
Emergency Medicine	1.00	3.00	25.0%
Family Medicine	3.75	4.55	45.2%
Genetics	2.00	6.83	22.7%
Human Oncology	1.00	10.60	8.6%
Medical History & Bioethics	2.50	4.50	35.7%
Medical Microbiology	4.60	7.00	39.7%
Medical Physics	1.20	16.80	6.7%
Medicine	29.50	54.40	35.2%
Neurological Surgery	0.00	6.00	0.0%
Neurology	4.00	4.50	47.1%
Neuroscience	7.00	17.00	29.2%
Obstetrics & Gynecology	5.00	9.00	35.7%
Oncology	6.50	12.50	34.2%
Ophthalmology & Visual Sciences	4.50	8.00	36.0%
Orthopedics & Rehabilitation	2.00	8.50	19.0%
Pathology & Laboratory Medicine	5.00	8.00	38.5%
Pediatrics	11.50	12.60	47.7%
Population Health Sciences	9.80	9.50	50.8%
Psychiatry	4.00	13.10	23.4%
Radiology	2.00	16.70	10.7%
Surgery	11.00	26.00	29.7%
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	4.00	7.00	36.4%
Pathobiological Sciences	3.00	12.00	20.0%
Surgical Sciences	2.00	3.00	40.0%
<b>Social Sciences</b>	<b>243.40</b>	<b>303.35</b>	<b>44.5%</b>
School of Business	19.00	59.17	24.3%
Agricultural & Applied Economics	3.00	15.00	16.7%
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%
Liberal Arts & Applied Studies	3.80	2.00	65.5%
Counseling Psychology	5.00	3.00	62.5%
Curriculum & Instruction	22.00	9.75	69.3%
Educational Policy Studies	7.00	3.00	70.0%
Educational Psychology	7.00	12.00	36.8%
Educational Leadership & Policy Analysis	7.00	9.00	43.8%
Rehabilitation Psychology & Special Education	5.00	5.00	50.0%
Afro-American Studies	5.50	2.25	71.0%
Anthropology	9.00	10.00	47.4%
Communication Arts	9.00	12.60	41.7%
Economics	4.20	24.83	14.5%
Geography	4.50	11.00	29.0%
School of Journalism & Mass Communication	5.00	9.50	34.5%

LaFollette School of Public Affairs	4.00	7.75	34.0%
School of Library & Information Studies	5.00	2.50	66.7%
Political Science	11.00	21.25	34.1%
Psychology	17.00	19.00	47.2%
Social Work	9.50	5.00	65.5%
Sociology	11.00	15.50	41.5%
Urban & Regional Planning	0.00	4.75	0.0%
Law School	14.50	14.50	50.0%
School of Nursing	16.00	0.00	100.0%
School of Human Ecology	28.00	10.00	73.7%
<b>Humanities</b>	<b>161.05</b>	<b>174.75</b>	<b>48.0%</b>
Art	11.00	16.75	39.6%
Dance	4.75	3.00	61.3%
Theatre & Drama	4.00	5.00	44.4%
African Cultural Studies	2.00	3.50	36.4%
Art History	8.00	4.75	62.7%
Asian Languages & Cultures	9.00	7.00	56.3%
Classical and Near Eastern Studies	4.00	8.00	33.3%
Comparative Literature	3.00	6.50	31.6%
English	28.20	16.50	63.1%
French & Italian	10.00	9.25	51.9%
German, Nordic, & Slavic	13.00	13.00	50.0%
History of Science	4.00	2.50	61.5%
History	24.10	24.00	50.1%
Jewish Studies	1.00	1.00	50.0%
Linguistics	2.00	2.00	50.0%
School of Music	10.50	25.00	29.6%
Philosophy	4.00	13.00	23.5%
Spanish & Portuguese	12.00	14.00	46.2%
Gender & Women's Studies	6.50	0.00	100.0%

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SOURCE: October 2016 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, 2016**

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
<b>Physical Sciences</b>	<b>40.80</b>	<b>13.00</b>	<b>19.60</b>	<b>255.15</b>	<b>47.50</b>	<b>61.60</b>	<b>13.8%</b>	<b>21.5%</b>	<b>24.1%</b>
Biological Systems Engineering	1.00	0.00	1.00	10.25	2.00	1.00	8.9%	0.0%	50.0%
Soil Science	2.00	0.00	1.00	7.00	3.00	1.00	22.2%	0.0%	50.0%
Biomedical Engineering	2.80	2.00	1.00	4.90	0.00	3.00	36.4%	100.0%	25.0%
Chemical & Biological Engineering	1.00	1.00	0.00	14.00	2.00	2.00	6.7%	33.3%	0.0%
Civil & Environmental Engineering	1.50	1.00	3.00	11.75	4.00	5.00	11.3%	20.0%	37.5%
Electrical & Computer Engineering	3.00	3.00	2.00	22.50	2.00	8.00	11.8%	60.0%	20.0%
Engineering Physics	1.25	0.00	1.00	11.50	2.00	3.00	9.8%	0.0%	25.0%
Engineering Professional Development	0.00	0.00	0.00	3.00	1.00	1.00	0.0%	0.0%	0.0%
Industrial & Systems Engineering	3.00	1.00	1.00	7.00	3.00	3.00	30.0%	25.0%	25.0%
Materials Science & Engineering	3.00	0.00	0.00	8.00	2.00	1.00	27.3%	0.0%	0.0%
Mechanical Engineering	1.00	1.00	3.00	12.75	6.00	7.00	7.3%	14.3%	30.0%
Astronomy	2.75	1.00	1.00	6.00	1.00	0.00	31.4%	50.0%	100.0%
Atmospheric & Oceanic Sciences	1.00	1.00	0.00	9.00	1.00	0.00	10.0%	50.0%	N/A
Chemistry	4.50	1.00	0.00	25.00	4.00	2.00	15.3%	20.0%	0.0%
Computer Sciences	1.00	1.00	0.00	22.00	5.00	5.00	4.3%	16.7%	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	24.00	6.00	8.60	8.6%	0.0%	34.8%
Physics	4.25	0.00	1.00	31.00	2.00	4.00	12.1%	0.0%	20.0%
Statistics	3.50	0.00	0.00	10.50	0.50	4.00	25.0%	0.0%	0.0%
<b>Biological Sciences</b>	<b>115.00</b>	<b>66.50</b>	<b>64.25</b>	<b>346.45</b>	<b>91.30</b>	<b>99.00</b>	<b>24.9%</b>	<b>42.1%</b>	<b>39.4%</b>
Forest & Wildlife Ecology	0.00	2.00	0.00	10.00	2.50	3.00	0.0%	44.4%	0.0%
Agronomy	1.00	2.00	1.00	10.25	1.00	1.25	8.9%	66.7%	44.4%
Animal Science	0.00	0.00	0.00	12.60	1.00	1.00	0.0%	0.0%	0.0%
Bacteriology	3.60	1.00	1.00	9.75	0.00	4.75	27.0%	100.0%	17.4%
Biochemistry	6.50	1.00	2.00	19.00	2.00	3.00	25.5%	33.3%	40.0%
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	8.00	0.00	1.00	15.8%	N/A	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	1.50	1.00	7.17	0.00	2.00	17.3%	100.0%	33.3%
Horticulture	1.00	1.00	2.00	6.50	0.00	1.00	13.3%	100.0%	66.7%
Nutritional Sciences	3.00	1.00	0.00	4.50	1.00	1.00	40.0%	50.0%	0.0%
Plant Pathology	3.00	2.00	2.00	3.00	0.00	4.00	50.0%	100.0%	33.3%
Kinesiology	4.00	1.00	6.00	3.00	2.00	1.00	57.1%	33.3%	85.7%
Botany	4.50	2.00	1.00	7.50	0.00	2.00	37.5%	100.0%	33.3%
Communicative Disorders	6.00	2.00	1.00	1.00	0.00	0.00	85.7%	100.0%	100.0%
Zoology	5.00	2.00	0.00	10.00	3.00	2.00	33.3%	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	3.00	12.00	5.00	4.00	22.6%	16.7%	42.9%
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	8.50	3.50	3.00	22.7%	22.2%	33.3%
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	1.00	0.0%	N/A	0.0%
Emergency Medicine	0.00	1.00	0.00	0.00	1.00	2.00	N/A	50.0%	0.0%
Family Medicine	2.00	0.00	1.75	1.75	1.80	1.00	53.3%	0.0%	63.6%
Genetics	1.50	0.50	0.00	4.83	1.00	1.00	23.7%	33.3%	0.0%
Human Oncology	0.00	1.00	0.00	6.60	1.00	3.00	0.0%	50.0%	0.0%
Medical History & Bioethics	2.00	0.50	0.00	1.50	2.00	1.00	57.1%	20.0%	0.0%
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	11.20	2.60	3.00	1.8%	27.8%	0.0%
Medicine	4.50	13.00	12.00	29.40	13.00	12.00	13.3%	50.0%	50.0%
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	1.00	9.00	6.00	2.00	40.0%	0.0%	33.3%
Obstetrics & Gynecology	2.00	2.00	1.00	7.00	0.00	2.00	22.2%	100.0%	33.3%
Oncology	4.50	2.00	0.00	11.50	0.00	1.00	28.1%	100.0%	0.0%
Ophthalmology & Visual Sciences	3.50	0.00	1.00	7.00	1.00	0.00	33.3%	0.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	0.00	4.50	3.00	1.00	18.2%	25.0%	0.0%
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	2.00	5.00	53.7%	60.0%	28.6%
Population Health Sciences	5.30	1.00	3.50	5.50	4.00	0.00	49.1%	20.0%	100.0%
Psychiatry	2.00	2.00	0.00	3.70	4.40	5.00	35.1%	31.3%	0.0%
Radiology	1.00	0.00	1.00	7.70	4.00	5.00	11.5%	0.0%	16.7%
Surgery	5.00	2.00	4.00	14.00	4.00	8.00	26.3%	33.3%	33.3%
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	3.00	2.00	1.00	4.00	5.00	1.00	42.9%	28.6%	50.0%
Medical Sciences	1.00	1.00	2.00	5.00	1.00	1.00	16.7%	50.0%	66.7%
Pathobiological Sciences	0.00	2.00	1.00	9.00	2.00	1.00	0.0%	50.0%	50.0%
Surgical Sciences	1.00	0.00	1.00	3.00	0.00	0.00	25.0%	N/A	100.0%

<b>Social Sciences</b>	<b>108.50</b>	<b>61.00</b>	<b>73.90</b>	<b>187.35</b>	<b>55.00</b>	<b>61.00</b>	<b>36.7%</b>	<b>52.6%</b>	<b>54.8%</b>
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School of Business	5.00	8.00	6.00	29.17	12.00	18.00	14.6%	40.0%	25.0%
Agricultural & Applied Economics	0.00	3.00	0.00	11.00	2.00	2.00	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	2.00	0.00	66.7%	33.3%	100.0%
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%
Liberal Arts & Applied Studies	2.80	0.00	1.00	1.00	0.00	1.00	73.7%	N/A	50.0%
Counseling Psychology	2.00	2.00	1.00	2.00	0.00	1.00	50.0%	100.0%	50.0%
Curriculum & Instruction	10.00	6.00	6.00	7.75	1.00	1.00	56.3%	85.7%	85.7%
Educational Policy Studies	2.00	1.00	4.00	2.00	0.00	1.00	50.0%	100.0%	80.0%
Educational Psychology	5.00	0.00	2.00	7.00	2.00	3.00	41.7%	0.0%	40.0%
Educational Leadership & Policy Analysis	4.00	2.00	1.00	7.00	1.00	1.00	36.4%	66.7%	50.0%
Rehabilitation Psychology & Special Education	1.00	2.00	2.00	2.00	0.00	3.00	33.3%	100.0%	40.0%

Afro-American Studies	1.50	1.00	3.00	2.25	0.00	0.00	40.0%	100.0%	100.0%
Anthropology	7.00	1.00	1.00	6.00	1.00	3.00	53.8%	50.0%	25.0%
Communication Arts	4.00	1.00	4.00	8.60	2.00	2.00	31.7%	33.3%	66.7%
Economics	1.20	1.00	2.00	15.83	5.00	4.00	7.0%	16.7%	33.3%
Geography	1.00	1.00	2.50	6.00	3.00	2.00	14.3%	25.0%	55.6%
School of Journalism & Mass Communication	0.00	3.00	2.00	6.50	2.00	1.00	0.0%	60.0%	66.7%
LaFollette School of Public Affairs	2.00	0.00	2.00	4.50	2.25	1.00	30.8%	0.0%	66.7%
School of Library & Information Studies	3.00	1.00	1.00	0.50	1.00	1.00	85.7%	50.0%	50.0%
Political Science	5.00	2.00	4.00	13.50	4.75	3.00	27.0%	29.6%	57.1%
Psychology	12.00	3.00	2.00	13.00	2.00	4.00	48.0%	60.0%	33.3%
Social Work	4.50	3.00	2.00	4.00	0.00	1.00	52.9%	100.0%	66.7%
Sociology	7.00	2.00	2.00	12.50	2.00	1.00	35.9%	50.0%	66.7%
Urban & Regional Planning	0.00	0.00	0.00	3.75	0.00	1.00	0.0%	N/A	0.0%
Law School	5.50	6.00	3.00	8.50	3.00	3.00	39.3%	66.7%	50.0%
School of Nursing	7.00	2.00	7.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
School of Human Ecology	9.00	8.00	11.00	6.00	3.00	1.00	60.0%	72.7%	91.7%
<b>Humanities</b>	<b>87.20</b>	<b>33.50</b>	<b>40.40</b>	<b>114.50</b>	<b>28.00</b>	<b>32.30</b>	<b>43.2%</b>	<b>54.5%</b>	<b>55.6%</b>
Art	5.00	1.00	5.00	10.00	3.00	3.75	33.3%	25.0%	57.1%
Dance	1.00	2.00	1.75	2.00	1.00	0.00	33.3%	66.7%	100.0%
Theatre & Drama	3.00	1.00	0.00	2.00	1.00	2.00	60.0%	50.0%	0.0%
African Cultural Studies	2.00	0.00	0.00	0.50	0.00	3.00	80.0%	N/A	0.0%
Art History	5.00	0.00	3.00	3.75	1.00	0.00	57.1%	0.0%	100.0%
Asian Languages & Cultures	5.00	2.00	2.00	4.00	3.00	0.00	55.6%	40.0%	100.0%
Classical and Near Eastern Studies	2.00	0.00	2.00	3.00	2.00	3.00	40.0%	0.0%	40.0%
Comparative Literature	1.00	0.00	2.00	2.00	2.50	2.00	33.3%	0.0%	50.0%
English	15.20	8.00	5.00	13.50	0.00	3.00	53.0%	100.0%	62.5%
French & Italian	4.00	5.00	1.00	7.25	0.00	2.00	35.6%	100.0%	33.3%
German, Nordic, & Slavic	9.00	2.00	2.00	9.00	2.00	2.00	50.0%	50.0%	50.0%
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	8.60	15.00	5.00	4.00	45.5%	37.5%	68.3%
Jewish Studies	1.00	0.00	0.00	0.00	0.50	0.50	100.0%	0.0%	0.0%
Linguistics	2.00	0.00	0.00	2.00	0.00	0.00	50.0%	N/A	N/A
School of Music	8.50	1.00	1.00	22.00	1.00	2.00	27.9%	50.0%	33.3%
Philosophy	1.00	1.00	2.00	8.00	1.00	4.00	11.1%	50.0%	33.3%
Spanish & Portuguese	7.00	3.00	2.00	8.00	5.00	1.00	46.7%	37.5%	66.7%
Gender & Women's Studies	1.00	4.50	1.00	0.00	0.00	0.00	100.0%	100.0%	100.0%

SOURCE: October 2016 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, 2016**

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**2012 - 2016**

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<b>Division/Department</b>	<b>Women</b>			<b>Men</b>		
	<b>Reviewed</b>	<b>Achieved</b>	<b>%</b>	<b>Reviewed</b>	<b>Achieved</b>	<b>%</b>
Physical Sciences	12	12	100.0%	47	47	100.0%
Biological Sciences	39	38	97.4%	58	56	96.6%
Social Sciences	52	52	100.0%	41	39	95.1%
Humanities	22	21	95.5%	20	20	100.0%

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SOURCE: Office of the Secretary of the Faculty.

**Table 3b. Tenure Promotion Outcomes by Gender, 2016**

**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	7.1%	35.7%	57.1%	55	3.6%	25.5%	70.9%
2011-15	14	64.3%	7.1%	28.6%	45	73.3%	4.4%	22.2%
2015-19	8	100.0%	0.0%	0.0%	19	89.5%	5.3%	5.3%

**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	0.0%	13.3%	86.7%	61	8.2%	13.1%	78.7%
2011-15	48	81.3%	4.2%	14.6%	59	78.0%	10.2%	11.9%
2015-19	6	100.0%	0.0%	0.0%	18	94.4%	5.6%	0.0%

**Social 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	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	0.0%	30.6%	69.4%	46	0.0%	37.0%	63.0%
2007-11	49	6.1%	32.7%	61.2%	52	5.8%	32.7%	61.5%
2011-15	59	61.0%	13.6%	25.4%	61	59.0%	14.8%	26.2%
2015-19	8	87.5%	12.5%	0.0%	3	100.0%	0.0%	0.0%

**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	9.7%	29.0%	61.3%	22	4.5%	18.2%	77.3%
2011-15	53	67.9%	7.5%	24.5%	38	55.3%	13.2%	31.6%
2015-19	4	100.0%	0.0%	0.0%	4	100.0%	0.0%	0.0%

SOURCE: UW Madison Tenure file and HRS appointment information system

NOTE: Numbers in **BOLDFACE** are final; numbers in normal typeface are in flux and will change year-to-year as new faculty are hired, are tenured, and/or leave the UW without tenure.

NOTE: Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions.

NOTE: 1987-91 cohort hired between June 1987 and May 1991; 1991-95 cohort hired between June 1991 and May 1995; 1995-99 cohort hired between June 1995 and May 1999; 1999-03 cohort hired between June 1999 and May 2003; 2003-07 cohort hired between June 2003 and May 2007; 2007-11 cohort hired between May 2007 and May 2011; 2011-15 cohort hired between May 2011 and May 2015; 2015-19 cohort hired between May 2015 and May 2019.



**Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2016**

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	12.0	16.0	7.0	1.0	15.0	19.0	8.0	2.0	80.0%	84.2%	87.5%	50.0%
Biological Sciences	9.0	16.0	8.0	3.0	14.0	20.0	9.0	2.0	64.3%	80.0%	88.9%	150.0%
Social Sciences	10.0	19.0	9.0	3.0	12.0	16.0	8.0	3.0	83.3%	118.8%	112.5%	100.0%
Humanities	13.0	18.0	9.0	3.0	16.0	23.5	8.5	4.0	81.3%	76.6%	75.0%	75.0%

SOURCE: October 2016 HRS Frozen slice

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

**Table 5b. Attrition by Gender, 2015-2016**

	Headcounts			%		
	Retired	Resigned	2015 Total Faculty	Retired	Resigned	Left UW
Total	47	31	2,205	2.1%	1.4%	3.5%
Women	19	20	750	2.5%	2.7%	5.2%
Men	57	32	1,455	3.9%	2.2%	6.1%
Physical Sciences						
Women	1	1	74	1.4%	1.4%	2.7%
Men	10	6	374	2.7%	1.6%	4.3%
Biological Sciences						
Women	7	7	256	2.7%	2.7%	5.5%
Men	20	11	565	3.5%	1.9%	5.5%
Social Sciences						
Women	4	9	255	1.6%	3.5%	5.1%
Men	13	10	328	4.0%	3.0%	7.0%
Humanities						
Women	7	3	165	4.2%	1.8%	6.1%
Men	14	5	188	7.4%	2.7%	10.1%

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, 2016**

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	43	260	<b>14.2%</b>	1	18	<b>5.3%</b>	2.3%	6.9%
Biological Sciences	111	341	<b>24.6%</b>	15	32	<b>31.9%</b>	13.5%	9.4%
Social Sciences	101	184	<b>35.4%</b>	10	25	<b>28.6%</b>	9.9%	13.6%
Humanities	86	114	<b>43.0%</b>	8	12	<b>40.0%</b>	9.3%	10.5%
Total	341	899	<b>27.5%</b>	34	87	<b>28.1%</b>	10.0%	9.7%

SOURCE: HRS appointment system frozen slice, October 2016.

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, 2016**

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	43	260	<b>14.2%</b>	1	6	<b>14.3%</b>	2.3%	2.3%
Biological Sciences	117	358	<b>24.6%</b>	3	17	<b>15.0%</b>	2.6%	4.7%
Social Sciences	119	194	<b>38.0%</b>	10	8	<b>55.6%</b>	8.4%	4.1%
Humanities	86	114	<b>43.0%</b>	0	3	<b>0.0%</b>	0.0%	2.6%
Total	365	926	<b>28.3%</b>	14	34	<b>29.2%</b>	3.8%	3.7%

SOURCE: HRS Frozen Appointment Data view, October 2016.

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, 2016**

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	43	260	<b>14.2%</b>	0	2	<b>N/A</b>	0.0%	0.8%
Biological Sciences	117	358	<b>24.6%</b>	1	3	<b>25.0%</b>	0.9%	0.8%
Social Sciences	119	194	<b>38.0%</b>	4	2	<b>66.7%</b>	3.4%	1.0%
Humanities	86	114	<b>43.0%</b>	0	1	<b>0.0%</b>	0.0%	0.9%
Total	365	926	<b>28.3%</b>	5	8	<b>38.5%</b>	1.4%	0.9%

SOURCE: HRS Frozen Appointment Data view, October 2016.

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, 2016**

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	43	260	<b>14.2%</b>	0	5	<b>0.0%</b>	0.0%	1.9%
Biological Sciences	117	358	<b>24.6%</b>	4	11	<b>26.7%</b>	3.4%	3.1%
Social Sciences	119	194	<b>38.0%</b>	5	8	<b>38.5%</b>	4.2%	4.1%
Humanities	86	114	<b>43.0%</b>	0	1	<b>0.0%</b>	0.0%	0.9%
Total	365	926	<b>28.3%</b>	9	25	<b>26.5%</b>	2.5%	2.7%

SOURCE: HRS appointment system frozen slice, October 2016.

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.

NOTE: Most humanities center directors were removed from this title in 2016. Some may be reinstated in the 2017 data.

Prepared by: Jennifer Sheridan, WISELI.

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs  
Chairs, 2016**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
<b>Named Professorships</b>			
Vilas Professors	7	9	43.8%
Vilas Distinguished Achievement	34	53	39.1%
Hilldale Professors	4	8	33.3%
Evjue-Bascom Professors	2	6	25.0%
Named-Bascom Professors	21	43	32.8%
Steenbock Professors	1	8	11.1%
WARF Professorships	18	34	34.6%
Other named professorships	84	267	23.9%
Holds two named professorships	20	61	24.7%
New named professorships	19	22	46.3%
Number holding named professorships	148	363	29.3%
<b>Full Professors at UW-Madison</b>	<b>365</b>	<b>926</b>	<b>28.3%</b>
<b>Major Awards</b>			
Vilas Associate Award	12	14	46.2%
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	4	8	33.3%
WARF Kellett Mid-Career Award	4	6	40.0%
<b>Tenured Professors at UW-Madison</b>	<b>542</b>	<b>1156</b>	<b>31.9%</b>

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2016.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2016; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2016.

Prepared by: Jennifer Sheridan, WISELI

**Table 9. Number and Percent of Women on Influential Committees, 2016**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Faculty Senate			
Physical Sciences	7	36	16.3%
Biological Sciences	25	52	32.5%
Social Sciences	19	33	36.5%
Arts & Humanities	16	19	45.7%
<b>Senators (total)</b>	<b>67</b>	<b>140</b>	<b>32.4%</b>
Physical Sciences	3	30	9.1%
Biological Sciences	20	46	30.3%
Social Sciences	20	18	52.6%
Arts & Humanities	9	9	50.0%
<b>Alternates (Total)</b>	<b>52</b>	<b>103</b>	<b>33.5%</b>
Athletic Board	12	14	46.2%
Campus Planning Committee	5	12	29.4%
Divisional Executive Committees*			
Physical Sciences	8	4	66.7%
Biological Sciences	6	6	50.0%
Social Sciences	7	5	58.3%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	4	6	40.0%
Faculty Rights and Responsibilities Committee*	5	4	55.6%
Library Committee*	13	4	76.5%
University Committee*	4	2	66.7%
University Academic Planning Council	8	7	53.3%
Graduate School Academic Planning Council**	N/A	N/A	N/A
Graduate School Executive Committee	12	4	75.0%
University Research Council	5	7	41.7%
<b>All Faculty</b>	<b>741</b>	<b>1413</b>	<b>34.4%</b>
<b>Physical Sciences</b>	<b>77</b>	<b>369</b>	<b>17.3%</b>
<b>Biological Sciences</b>	<b>251</b>	<b>556</b>	<b>31.1%</b>
<b>Social Sciences</b>	<b>255</b>	<b>316</b>	<b>44.7%</b>
<b>Arts &amp; Humanities</b>	<b>158</b>	<b>172</b>	<b>47.9%</b>

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 10/1/2016. Totals from HRS appointment system frozen since October 2016.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2016. 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.

\*\* Data missing for 2016.



**Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2016**

<b>Division/Department</b>	<b>Women, Median</b>	<b>Men, Median</b>	<b>Women's Median as % of Men's</b>
<b>Physical Sciences</b>	<b>\$119,849</b>	<b>\$123,082</b>	<b>97.4%</b>
Biological Systems Engineering	90,216	135,505	66.6%
Soil Science	97,157	90,875	106.9%
Biomedical Engineering	129,978	131,125	99.1%
Chemical & Biological Engineering	122,741	146,090	84.0%
Civil & Environmental Engineering	102,000	121,529	83.9%
Electrical & Computer Engineering	121,000	135,192	89.5%
Engineering Physics	150,000	131,537	114.0%
Engineering Professional Development	N/A	118,132	N/A
Industrial & Systems Engineering	145,670	134,727	108.1%
Materials Science & Engineering	136,657	132,728	103.0%
Mechanical Engineering	98,728	116,150	85.0%
Astronomy	120,000	138,333	86.7%
Atmospheric & Oceanic Sciences	112,500	135,000	83.3%
Chemistry	119,849	128,533	93.2%
Computer Sciences	155,628	159,300	97.7%
Geoscience	101,720	100,088	101.6%
Mathematics	90,595	112,000	80.9%
Physics	137,714	122,371	112.5%
Statistics	141,400	124,852	113.3%
<b>Biological Sciences</b>	<b>\$100,938</b>	<b>\$107,018</b>	<b>94.3%</b>
Forest & Wildlife Ecology	99,430	95,424	104.2%
Agronomy	96,569	105,748	91.3%
Animal Science	N/A	101,034	N/A
Bacteriology	107,580	114,151	94.2%
Biochemistry	110,000	128,623	85.5%
Dairy Science	103,683	111,245	93.2%
Entomology	131,164	106,980	122.6%
Food Science	100,608	107,136	93.9%
Genetics	100,674	113,852	88.4%
Horticulture	82,005	108,398	75.7%
Nutritional Sciences	107,544	119,392	90.1%
Plant Pathology	93,481	84,000	111.3%
Kinesiology	75,000	78,871	95.1%
Botany	98,417	128,510	76.6%
Communicative Disorders	117,566	137,714	85.4%
Zoology	107,151	101,313	105.8%
Nelson Institute for Environmental Studies	85,703	116,592	73.5%
School of Pharmacy	98,005	113,015	86.7%
Anesthesiology	N/A	100,395	N/A
Biomolecular Chemistry	96,040	122,907	78.1%
Biostatistics & Medical Informatics	133,297	149,073	89.4%
Cell & Regenerative Biology	101,352	149,816	67.7%

Dermatology	N/A	137,355	N/A
Emergency Medicine	135,000	98,182	137.5%
Family Medicine	143,138	85,174	168.1%
Genetics	115,665	112,350	103.0%
Human Oncology	76,781	97,175	79.0%
Medical History & Bioethics	112,643	87,982	128.0%
Medical Microbiology	121,375	105,042	115.5%
Medical Physics	100,926	113,104	89.2%
Medicine	90,172	95,983	93.9%
Neurological Surgery	N/A	82,996	N/A
Neurology	83,988	124,715	67.3%
Neuroscience	140,379	119,814	117.2%
Obstetrics & Gynecology	81,818	114,545	71.4%
Oncology	122,727	144,692	84.8%
Ophthalmology & Visual Sciences	150,233	139,381	107.8%
Orthopedics & Rehabilitation	60,401	69,869	86.4%
Pathology & Laboratory Medicine	116,642	126,071	92.5%
Pediatrics	107,399	109,091	98.4%
Population Health Sciences	120,521	131,537	91.6%
Psychiatry	82,461	98,918	83.4%
Radiology	116,632	92,691	125.8%
Surgery	101,147	75,385	134.2%
Urology	N/A	110,962	N/A
SMPH Admin	N/A	132,872	N/A
Comparative Biosciences	105,227	100,514	104.7%
Medical Sciences	87,472	107,407	81.4%
Pathobiological Sciences	105,000	115,477	90.9%
Surgical Sciences	110,939	127,428	87.1%

<b>Social Sciences</b>	<b>\$101,481</b>	<b>\$133,000</b>	<b>76.3%</b>
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School of Business	210,000	210,000	100.0%
Agricultural & Applied Economics	121,200	123,944	97.8%
Community & Environmental Sociology	111,541	99,145	112.5%
Landscape Architecture	82,309	90,194	91.3%
Life Sciences Communication	110,000	80,000	137.5%
Urban & Regional Planning	68,442	86,354	79.3%
Liberal Arts & Applied Studies	83,783	88,975	94.2%
Counseling Psychology	94,197	102,201	92.2%
Curriculum & Instruction	85,277	113,302	75.3%
Educational Policy Studies	72,650	122,618	59.2%
Educational Psychology	93,307	105,478	88.5%
Educational Leadership & Policy Analysis	106,069	123,209	86.1%
Rehabilitation Psychology & Special Education	79,735	76,690	104.0%
Afro-American Studies	67,109	113,129	59.3%
Anthropology	110,000	96,914	113.5%
Communication Arts	92,400	106,050	87.1%
Economics	135,961	247,986	54.8%
Geography	82,404	98,717	83.5%
School of Journalism & Mass Communication	85,417	106,019	80.6%
LaFollette School of Public Affairs	142,500	165,827	85.9%
School of Library & Information Studies	91,535	82,432	111.0%

Political Science	131,000	121,987	107.4%
Psychology	130,858	136,678	95.7%
Social Work	98,576	148,244	66.5%
Sociology	123,278	129,624	95.1%
Urban & Regional Planning	N/A	98,159	N/A
Law School	148,320	153,724	96.5%
School of Nursing	91,587	N/A	N/A
School of Human Ecology	86,838	96,990	89.5%
<b>Humanities</b>	<b>\$86,194</b>	<b>\$88,992</b>	<b>96.9%</b>
Art	81,422	81,022	100.5%
Dance	60,145	73,927	81.4%
Theatre & Drama	92,193	65,286	141.2%
African Cultural Studies	122,636	65,000	188.7%
Art History	84,166	102,059	82.5%
Asian Languages & Cultures	102,000	85,000	120.0%
Classical and Near Eastern Studies	88,813	81,806	108.6%
Comparative Literature	77,000	70,000	110.0%
English	90,000	99,036	90.9%
French & Italian	72,027	97,054	74.2%
German, Nordic, & Slavic	90,891	92,340	98.4%
History of Science	86,149	102,510	84.0%
History	94,902	104,031	91.2%
Jewish Studies	92,992	73,731	126.1%
Linguistics	82,919	115,697	71.7%
School of Music	81,509	86,162	94.6%
Philosophy	83,958	93,476	89.8%
Spanish & Portuguese	80,919	83,099	97.4%
Gender & Women's Studies	86,806	N/A	N/A

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SOURCE: October 2016 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), 2016**

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
<b>Physical Sciences</b>	<b>\$135,307</b>	<b>\$109,585</b>	<b>\$94,000</b>	<b>\$138,689</b>	<b>\$103,677</b>	<b>\$95,000</b>	<b>97.6%</b>	<b>105.7%</b>	<b>98.9%</b>
Biological Systems Engineering	105,941	N/A	74,491	135,505	124,465	71,894	78.2%	N/A	103.6%
Soil Science	102,687	N/A	84,000	105,508	87,690	83,397	97.3%	N/A	100.7%
Biomedical Engineering	140,175	117,984	92,000	156,587	N/A	94,809	89.5%	N/A	97.0%
Chemical & Biological Engineering	135,712	109,770	N/A	164,052	100,020	102,500	82.7%	109.7%	N/A
Civil & Environmental Engineering	133,889	111,100	100,314	138,224	113,523	96,000	96.9%	97.9%	104.5%
Electrical & Computer Engineering	134,678	109,585	105,500	140,987	105,074	99,500	95.5%	104.3%	106.0%
Engineering Physics	150,000	N/A	97,000	139,300	107,664	95,000	107.7%	N/A	102.1%
Engineering Professional Development	N/A	N/A	N/A	139,657	118,132	99,158	N/A	N/A	N/A
Industrial & Systems Engineering	157,990	119,862	95,000	149,709	134,727	95,000	105.5%	89.0%	100.0%
Materials Science & Engineering	136,657	N/A	N/A	142,631	115,262	96,000	95.8%	N/A	N/A
Mechanical Engineering	174,477	98,728	95,000	141,813	105,407	95,000	123.0%	93.7%	100.0%
Astronomy	123,670	95,000	86,709	146,964	91,602	N/A	84.1%	103.7%	N/A
Atmospheric & Oceanic Sciences	135,000	90,000	N/A	135,000	135,000	N/A	100.0%	66.7%	N/A
Chemistry	132,613	95,000	N/A	145,398	95,475	82,577	91.2%	99.5%	N/A
Computer Sciences	165,256	146,000	N/A	163,186	133,623	115,000	101.3%	109.3%	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	115,000	99,977	90,000	117.7%	N/A	100.0%
Physics	170,000	N/A	89,000	137,830	104,707	88,365	123.3%	N/A	100.7%
Statistics	141,400	N/A	N/A	137,958	103,602	88,427	102.5%	N/A	N/A
<b>Biological Sciences</b>	<b>\$126,793</b>	<b>\$96,040</b>	<b>\$81,818</b>	<b>\$125,177</b>	<b>\$93,093</b>	<b>\$82,820</b>	<b>101.3%</b>	<b>103.2%</b>	<b>98.8%</b>
Forest & Wildlife Ecology	N/A	99,430	N/A	110,943	92,000	88,648	N/A	108.1%	N/A
Agronomy	171,626	90,757	85,000	116,278	83,872	80,000	147.6%	108.2%	106.3%
Animal Science	N/A	N/A	N/A	102,218	84,215	85,000	N/A	N/A	N/A
Bacteriology	121,403	107,580	98,000	119,742	N/A	90,749	101.4%	N/A	108.0%
Biochemistry	121,526	110,000	90,355	139,600	101,005	88,000	87.1%	108.9%	102.7%
Dairy Science	129,682	N/A	100,837	111,245	101,855	N/A	116.6%	N/A	N/A
Entomology	131,164	N/A	81,818	113,060	N/A	85,850	116.0%	N/A	95.3%
Food Science	100,608	N/A	N/A	118,517	N/A	89,769	84.9%	N/A	N/A
Genetics	100,674	100,938	90,900	117,288	N/A	92,370	85.8%	N/A	98.4%
Horticulture	114,209	75,159	80,016	139,889	N/A	88,850	81.6%	N/A	90.1%
Nutritional Sciences	110,581	99,164	N/A	122,727	92,917	84,000	90.1%	106.7%	N/A
Plant Pathology	111,507	92,814	77,959	127,513	N/A	81,255	87.4%	N/A	95.9%
Kinesiology	88,451	73,743	71,000	96,592	72,104	65,092	91.6%	102.3%	109.1%
Botany	116,186	90,046	84,840	131,111	N/A	75,729	88.6%	N/A	112.0%
Communicative Disorders	141,482	90,905	76,508	137,714	N/A	N/A	102.7%	N/A	N/A
Zoology	115,096	93,642	N/A	111,821	95,000	83,410	102.9%	98.6%	N/A
Nelson Institute for Environmental Studies	140,093	85,703	75,000	116,592	75,464	N/A	120.2%	113.6%	N/A
School of Pharmacy	165,535	98,005	80,800	130,521	94,476	81,305	126.8%	103.7%	99.4%
Anesthesiology	N/A	N/A	N/A	137,196	94,162	86,318	N/A	N/A	N/A

Biomolecular Chemistry	156,883	96,040	84,419	122,907	132,390	82,636	127.6%	72.5%	102.2%
Biostatistics & Medical Informatics	145,440	125,194	89,259	161,252	132,136	94,091	90.2%	94.7%	94.9%
Cell & Regenerative Biology	122,230	92,079	81,794	160,248	N/A	90,000	76.3%	N/A	90.9%
Dermatology	N/A	N/A	N/A	140,990	N/A	73,636	N/A	N/A	N/A
Emergency Medicine	N/A	135,000	N/A	N/A	149,973	90,822	N/A	90.0%	N/A
Family Medicine	147,292	N/A	60,361	119,176	94,513	83,463	123.6%	N/A	72.3%
Genetics	122,439	88,791	N/A	115,086	112,350	84,668	106.4%	79.0%	N/A
Human Oncology	N/A	76,781	N/A	146,060	105,584	77,356	N/A	72.7%	N/A
Medical History & Bioethics	135,089	82,001	N/A	106,018	82,835	77,538	127.4%	99.0%	N/A
Medical Microbiology	149,685	96,040	N/A	115,103	N/A	81,335	130.0%	N/A	N/A
Medical Physics	150,000	100,926	N/A	125,177	104,312	83,463	119.8%	96.8%	N/A
Medicine	150,849	90,585	82,227	125,194	85,752	80,345	120.5%	105.6%	102.3%
Neurological Surgery	N/A	N/A	N/A	110,240	72,786	N/A	N/A	N/A	N/A
Neurology	125,194	77,397	90,000	127,637	80,413	N/A	98.1%	96.3%	N/A
Neuroscience	140,518	N/A	85,909	141,052	88,360	80,554	99.6%	N/A	106.6%
Obstetrics & Gynecology	123,427	68,315	81,818	127,460	N/A	74,443	96.8%	N/A	109.9%
Oncology	133,540	102,089	N/A	144,692	N/A	77,376	92.3%	N/A	N/A
Ophthalmology & Visual Sciences	150,233	N/A	79,364	138,279	162,424	N/A	108.6%	N/A	N/A
Orthopedics & Rehabilitation	59,679	61,124	N/A	117,634	49,462	39,332	50.7%	123.6%	N/A
Pathology & Laboratory Medicine	119,916	116,048	83,463	143,898	77,413	N/A	83.3%	149.9%	N/A
Pediatrics	125,194	107,399	63,928	133,047	118,587	90,000	94.1%	90.6%	71.0%
Population Health Sciences	139,098	100,618	80,959	154,406	91,018	N/A	90.1%	110.5%	N/A
Psychiatry	115,368	79,982	N/A	182,107	100,768	87,636	63.4%	79.4%	N/A
Radiology	151,445	N/A	81,818	83,940	100,665	42,649	180.4%	N/A	191.8%
Surgery	128,401	101,710	39,332	86,238	56,171	50,757	148.9%	181.1%	77.5%
Urology	N/A	N/A	N/A	103,557	113,211	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	119,987	102,535	92,000	130,902	100,000	89,158	91.7%	102.5%	103.2%
Medical Sciences	132,178	91,092	83,627	121,796	87,221	90,000	108.5%	104.4%	92.9%
Pathobiological Sciences	N/A	116,257	81,818	128,915	98,736	85,901	N/A	117.7%	95.2%
Surgical Sciences	122,715	N/A	99,164	127,428	N/A	N/A	96.3%	N/A	N/A

<b>Social Sciences</b>	<b>\$123,278</b>	<b>\$92,790</b>	<b>\$78,000</b>	<b>\$145,430</b>	<b>\$107,100</b>	<b>\$86,760</b>	<b>84.8%</b>	<b>86.6%</b>	<b>89.9%</b>
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School of Business	250,000	205,950	163,325	248,171	202,241	170,325	100.7%	101.8%	95.9%
Agricultural & Applied Economics	N/A	121,200	N/A	123,513	152,931	121,422	N/A	79.3%	N/A
Community & Environmental Sociology	117,729	106,296	81,508	107,437	89,670	80,800	109.6%	118.5%	100.9%
Landscape Architecture	95,786	69,939	80,000	104,397	83,355	N/A	91.8%	83.9%	N/A
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
Liberal Arts & Applied Studies	88,688	N/A	61,977	110,859	N/A	67,091	80.0%	N/A	92.4%
Counseling Psychology	98,085	91,967	80,000	105,349	N/A	73,447	93.1%	N/A	108.9%
Curriculum & Instruction	104,257	82,114	76,500	126,238	76,226	81,447	82.6%	107.7%	93.9%
Educational Policy Studies	111,680	89,524	69,977	133,724	N/A	70,000	83.5%	N/A	100.0%
Educational Psychology	103,272	N/A	77,009	121,267	80,799	83,648	85.2%	N/A	92.1%
Educational Leadership & Policy Analysis	132,417	83,432	83,000	124,200	81,335	69,307	106.6%	102.6%	119.8%
Rehabilitation Psychology & Special Education	116,437	81,008	71,948	128,570	N/A	74,200	90.6%	N/A	97.0%
Afro-American Studies	86,698	67,109	65,000	113,129	N/A	N/A	76.6%	N/A	N/A
Anthropology	120,962	84,000	70,000	108,643	84,000	68,680	111.3%	100.0%	101.9%

Communication Arts	104,586	95,100	69,367	123,973	82,173	74,224	84.4%	115.7%	93.5%
Economics	220,000	195,000	120,117	296,085	180,000	124,363	74.3%	108.3%	96.6%
Geography	118,364	88,000	76,508	113,464	83,403	80,035	104.3%	105.5%	95.6%
School of Journalism & Mass Communication	N/A	85,965	71,454	151,556	86,473	71,407	N/A	99.4%	100.1%
LaFollette School of Public Affairs	193,278	N/A	105,000	171,000	112,211	85,000	113.0%	N/A	123.5%
School of Library & Information Studies	92,448	82,628	73,447	161,241	82,432	71,407	57.3%	100.2%	102.9%
Political Science	139,653	127,000	85,750	143,000	101,755	86,760	97.7%	124.8%	98.8%
Psychology	150,897	95,946	83,685	158,371	101,373	85,769	95.3%	94.6%	97.6%
Social Work	165,000	87,109	84,000	153,237	N/A	79,000	107.7%	N/A	106.3%
Sociology	151,689	100,500	85,004	145,430	112,726	80,333	104.3%	89.2%	105.8%
Urban & Regional Planning	N/A	N/A	N/A	98,159	N/A	75,000	N/A	N/A	N/A
Law School	169,815	143,995	133,000	161,201	139,699	130,000	105.3%	103.1%	102.3%
School of Nursing	116,343	91,587	87,327	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	111,539	84,099	72,000	97,289	93,000	93,849	114.6%	90.4%	76.7%
<b>Humanities</b>	<b>\$95,871</b>	<b>\$72,925</b>	<b>\$70,000</b>	<b>\$96,533</b>	<b>\$72,000</b>	<b>\$65,286</b>	<b>99.3%</b>	<b>101.3%</b>	<b>107.2%</b>
Art	86,418	82,850	67,872	86,762	76,900	64,640	99.6%	107.7%	105.0%
Dance	84,527	63,585	56,758	84,563	66,893	N/A	100.0%	95.1%	N/A
Theatre & Drama	97,660	63,759	N/A	132,817	65,286	61,716	73.5%	97.7%	N/A
African Cultural Studies	122,636	N/A	N/A	153,016	N/A	65,000	80.1%	N/A	N/A
Art History	90,608	N/A	65,000	102,059	67,659	N/A	88.8%	N/A	N/A
Asian Languages & Cultures	112,222	64,467	62,103	110,404	69,475	N/A	101.6%	92.8%	N/A
Classical and Near Eastern Studies	128,313	N/A	71,000	93,199	81,806	65,082	137.7%	N/A	109.1%
Comparative Literature	100,147	N/A	73,500	92,753	60,069	69,000	108.0%	N/A	106.5%
English	113,214	79,832	72,720	100,697	N/A	66,307	112.4%	N/A	109.7%
French & Italian	92,467	72,000	62,226	100,424	N/A	65,224	92.1%	N/A	95.4%
German, Nordic, & Slavic	92,997	78,463	67,133	100,487	64,809	67,643	92.5%	121.1%	99.2%
History of Science	115,455	N/A	72,350	102,510	N/A	N/A	112.6%	N/A	N/A
History	106,600	92,000	72,720	118,458	98,909	70,897	90.0%	93.0%	102.6%
Jewish Studies	92,992	N/A	N/A	N/A	87,276	60,186	N/A	N/A	N/A
Linguistics	82,919	N/A	N/A	115,697	N/A	N/A	71.7%	N/A	N/A
School of Music	83,998	65,723	70,000	88,000	75,447	65,093	95.5%	87.1%	107.5%
Philosophy	90,215	100,000	74,554	154,738	93,476	75,804	58.3%	107.0%	98.4%
Spanish & Portuguese	89,928	73,892	61,706	103,328	72,000	60,186	87.0%	102.6%	102.5%
Gender & Women's Studies	90,516	86,806	72,815	N/A	N/A	N/A	N/A	N/A	N/A

SOURCE: October 2016 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, 2013-2016**

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
<b>Physical Sciences</b>	<b>27</b>	<b>92</b>	<b>22.7%</b>	<b>14</b>	<b>51.9%</b>	<b>52</b>	<b>56.5%</b>
College of Engineering	14	51	21.5%	10	71.4%	32	62.7%
Letters & Sciences	12	40	23.1%	3	25.0%	19	47.5%
College of Agricultural & Life Sciences	1	1	50.0%	1	36.4%	1	100.0%
<b>Biological Sciences</b>	<b>52</b>	<b>72</b>	<b>41.9%</b>	<b>38</b>	<b>73.1%</b>	<b>55</b>	<b>76.4%</b>
Letters & Sciences	2	3	40.0%	2	100.0%	3	100.0%
School of Veterinary Medicine	11	5	68.8%	6	54.5%	3	60.0%
School of Pharmacy	3	3	50.0%	3	100.0%	3	100.0%
Medical School	26	46	36.1%	19	73.1%	31	67.4%
College of Agricultural & Life Sciences	10	15	40.0%	8	80.0%	15	100.0%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
<b>Physical Sciences</b>	<b>3</b>	<b>13</b>	<b>18.8%</b>	<b>3</b>	<b>100.0%</b>	<b>8</b>	<b>61.5%</b>
College of Engineering	3	7	30.0%	3	100.0%	4	57.1%
Letters & Sciences	0	5	0.0%	N/A	N/A	3	60.0%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	100.0%
<b>Biological Sciences</b>	<b>7</b>	<b>15</b>	<b>31.8%</b>	<b>6</b>	<b>85.7%</b>	<b>13</b>	<b>86.7%</b>
Letters & Sciences	0	1	0.0%	N/A	N/A	1	100.0%
School of Veterinary Medicine	0	0	N/A	N/A	N/A	N/A	N/A
School of Pharmacy	0	2	0.0%	N/A	N/A	2	100.0%
Medical School	6	12	33.3%	5	83.3%	10	83.3%
College of Agricultural & Life Sciences	1	0	100.0%	1	100.0%	N/A	N/A

\*\* Associate Professor and Professor titles.

**Table 12b. Base Salary (12 Month) Offers, 2013-2016**

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)	
<b>Physical Sciences</b>	<b>\$120,445</b>	<b>\$90 - \$153</b>	<b>\$118,667</b>	<b>\$81 - \$173</b>	<b>101.5%</b>	<b>\$115,278</b>	<b>\$90 - \$134</b>	<b>\$118,667</b>	<b>\$81 - \$153</b>	<b>97.1%</b>
College of Engineering Letters & Sciences	\$122,222	\$90 - \$134	\$120,000	\$91 - \$155	101.9%	\$120,389	\$90 - \$134	\$117,333	\$91 - \$153	102.6%
College of Agricultural & Life Sciences	\$120,445	\$90 - \$153	\$118,667	\$81 - \$173	101.5%	\$109,333	\$90 - \$119	\$118,667	\$81 - \$153	92.1%
	\$112,000	\$112	\$87,000	\$87	101.8%	\$112,000	\$112	\$87,000	\$87	97.8%
<b>Biological Sciences</b>	<b>\$100,000</b>	<b>\$48 - \$400</b>	<b>\$100,000</b>	<b>\$47 - \$400</b>	<b>100.0%</b>	<b>\$97,000</b>	<b>\$48 - \$250</b>	<b>\$100,000</b>	<b>\$47 - \$350</b>	<b>97.0%</b>
Letters & Sciences	\$97,933	\$93 - \$103	\$100,000	\$84 - \$100	97.9%	\$97,933	\$93 - \$103	\$100,000	\$84 - \$100	97.9%
School of Veterinary Medicine	\$120,000	\$92 - \$214	\$106,222	\$83 - \$133	113.0%	\$117,500	\$92 - \$133	\$112,444	\$83 - \$133	104.5%
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	\$100,000	\$48 - \$400	\$107,500	\$47 - \$400	93.0%	\$102,500	\$48 - \$250	\$102,500	\$47 - \$350	100.0%
College of Agricultural & Life Sciences	\$88,500	\$84 - \$131	\$85,000	\$80 - \$117	104.1%	\$88,500	\$84 - \$131	\$85,000	\$80 - \$117	104.1%
Division/School	Base Salary, Offers Made, Tenured Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
<b>Physical Sciences</b>	<b>\$146,667</b>	<b>\$134 - \$159</b>	<b>\$201,666</b>	<b>\$110 - \$474</b>	<b>72.7%</b>	<b>\$146,667</b>	<b>\$134 - \$159</b>	<b>\$213,889</b>	<b>\$110 - \$474</b>	<b>68.6%</b>
College of Engineering	\$146,667	\$134 - \$159	\$226,111	\$115 - \$253	64.9%	\$146,667	\$134 - \$159	\$238,510	\$115 - \$253	61.5%
Letters & Sciences	N/A	N/A	\$201,666	\$116 - \$474	N/A	N/A	N/A	\$201,666	\$116 - \$474	N/A
College of Agricultural & Life Sciences	N/A	N/A	\$110,000	\$110	N/A	N/A	N/A	\$110,000	\$110	N/A
<b>Biological Sciences</b>	<b>\$146,667</b>	<b>\$100 - \$552</b>	<b>\$107,500</b>	<b>\$59 - \$320</b>	<b>136.4%</b>	<b>\$146,667</b>	<b>\$100 - \$552</b>	<b>\$100,000</b>	<b>\$59 - \$320</b>	<b>146.7%</b>
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	\$260,000	\$100 - \$552	\$100,000	\$59 - \$320	260.0%	\$260,000	\$100 - \$552	\$97,500	\$59 - \$320	266.7%
College of Agricultural & Life Sciences	\$146,667	\$147	N/A	N/A	N/A	\$146,667	\$147	N/A	N/A	N/A



Table 12c. Total Startup Package\* Offers, 2013-2016

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)	
<b>Physical Sciences</b>	<b>\$500,000</b>	<b>\$58 - \$2731</b>	<b>\$394,500</b>	<b>\$31 - \$1970</b>	<b>126.7%</b>	<b>\$467,184</b>	<b>\$58 - \$984</b>	<b>\$400,000</b>	<b>\$58 - \$1970</b>	<b>116.8%</b>
College of Engineering	\$534,000	\$230 - \$1667	\$415,000	\$31 - \$1970	128.7%	\$500,000	\$230 - \$984	\$424,000	\$208 - \$1970	117.9%
Letters & Sciences	\$259,006	\$58 - \$2731	\$244,058	\$46 - \$1140	106.1%	\$57,500	\$58 - \$434	\$237,632	\$58 - \$1140	24.2%
College of Agricultural & Life Sciences	\$529,000	\$529	\$328,000	\$328	161.3%	\$529,000	\$529	\$328,000	\$328	N/A
<b>Biological Sciences</b>	<b>\$380,500</b>	<b>\$10 - \$1551</b>	<b>\$457,583</b>	<b>\$20 - \$1402</b>	<b>83.2%</b>	<b>\$382,000</b>	<b>\$50 - \$1551</b>	<b>\$471,801</b>	<b>\$33 - \$1314</b>	<b>81.0%</b>
Letters & Sciences	\$824,567	\$718 - \$931	\$516,860	\$326 - \$836	159.5%	\$824,567	\$718 - \$931	\$516,860	\$326 - \$836	159.5%
School of Veterinary Medicine	\$340,000	\$140 - \$650	\$460,901	\$312 - \$650	73.8%	\$170,000	\$140 - \$330	\$460,901	\$450 - \$472	36.9%
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	\$378,000	\$50 - \$1000	\$425,000	\$20 - \$1402	88.9%	\$390,500	\$50 - \$1000	\$437,500	\$33 - \$760	89.3%
College of Agricultural & Life Sciences	\$530,944	\$354 - \$1551	\$493,000	\$290 - \$1292	107.7%	\$524,444	\$354 - \$1551	\$493,000	\$290 - \$1292	106.4%
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)	
<b>Physical Sciences</b>	<b>\$335,000</b>	<b>\$325 - \$345</b>	<b>\$515,000</b>	<b>\$6 - \$1800</b>	<b>65.0%</b>	<b>\$335,000</b>	<b>\$325 - \$345</b>	<b>\$355,491</b>	<b>\$6 - \$1266</b>	<b>94.2%</b>
College of Engineering	\$335,000	\$325 - \$345	\$568,000	\$160 - \$1800	59.0%	\$335,000	\$325 - \$345	\$723,991	\$160 - \$1236	46.3%
Letters & Sciences	N/A	N/A	\$265,219	\$6 - \$1266	N/A	N/A	N/A	\$265,219	\$6 - \$1266	N/A
College of Agricultural & Life Sciences	N/A	N/A	\$370,000	\$370	N/A	N/A	N/A	\$370,000	\$370	N/A
<b>Biological Sciences</b>	<b>\$573,800</b>	<b>\$375 - \$3143</b>	<b>\$590,000</b>	<b>\$20 - \$5258</b>	<b>97.3%</b>	<b>\$573,800</b>	<b>\$375 - \$3143</b>	<b>\$590,000</b>	<b>\$25 - \$5258</b>	<b>97.3%</b>
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Pharmacy	N/A	N/A	\$839,000	\$178 - \$1500	N/A	N/A	N/A	\$839,000	\$178 - \$1500	N/A
Medical School	\$527,600	\$375 - \$620	\$590,000	\$25 - \$5258	89.4%	\$527,600	\$375 - \$620	\$590,000	\$25 - \$5258	89.4%
College of Agricultural & Life Sciences	\$3,143,000	\$3,143	N/A	N/A	N/A	\$3,143,000	\$3,143	N/A	N/A	N/A

\* Total Startup Package does not include Base Salary.

**Table 13. New Hires, 2016**

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	2015-2016	
	Total Hires	Percent Women
<b>Junior Hires</b>		
Biological Sciences	22	27.3%
Physical Sciences	14	28.6%
<b>Senior Hires</b>		
Biological Sciences	7	42.9%
Physical Sciences	2	50.0%
<b>Total Hires, Biological Sciences</b>	29	31.0%
<b>Total Hires, Physical Sciences</b>	16	31.3%
<b>Total Hires, Junior</b>	36	27.8%
<b>Total Hires, Senior</b>	9	44.4%
<b>TOTAL HIRES</b>	<b>45</b>	<b>31.1%</b>

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

SOURCE: October 2015 and October 2016 HRS Frozen slice.