

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2017

Division/Department	Women	Men	% Women
Physical Sciences	74.90	357.50	17.3%
Biological Systems Engineering	2.00	13.25	13.1%
Soil Science	3.00	10.00	23.1%
Biomedical Engineering	6.80	7.90	46.3%
Chemical & Biological Engineering	2.00	18.00	10.0%
Civil & Environmental Engineering	6.50	20.75	23.9%
Electrical & Computer Engineering	8.00	34.75	18.7%
Engineering Physics	2.25	15.25	12.9%
Engineering Professional Development	0.00	4.00	0.0%
Industrial & Systems Engineering	5.00	14.00	26.3%
Materials Science & Engineering	3.00	11.00	21.4%
Mechanical Engineering	3.00	26.00	10.3%
Astronomy	4.75	6.00	44.2%
Atmospheric & Oceanic Sciences	1.00	9.00	10.0%
Chemistry	5.00	31.00	13.9%
Computer Sciences	2.00	32.00	5.9%
Geoscience	2.00	19.00	9.5%
Mathematics	9.85	35.60	21.7%
Physics	5.25	37.00	12.4%
Statistics	3.50	13.00	21.2%
Biological Sciences	249.50	532.50	31.9%
Forest & Wildlife Ecology	2.00	15.50	11.4%
Agronomy	4.00	12.25	24.6%
Animal Science	0.00	12.00	0.0%
Bacteriology	4.60	13.75	25.1%
Biochemistry	9.00	23.00	28.1%
Dairy Science	3.00	9.00	25.0%
Entomology	2.50	8.00	23.8%
Food Science	1.00	10.00	9.1%
Genetics	4.00	8.17	32.9%
Horticulture	5.00	7.50	40.0%
Nutritional Sciences	5.00	7.50	40.0%
Plant Pathology	7.00	6.50	51.9%
Kinesiology	11.00	6.00	64.7%
Communicative Disorders	9.00	2.00	81.8%
Botany	7.50	9.50	44.1%
Integrative Biology	7.00	14.00	33.3%
Nelson Institute for Environmental Studies	6.50	3.75	63.4%
School of Pharmacy	9.50	18.00	34.5%

Anesthesiology	0.00	7.00	0.0%
Biomolecular Chemistry	5.80	7.75	42.8%
Biostatistics & Medical Informatics	4.75	15.25	23.8%
Cell & Regenerative Biology	8.00	10.00	44.4%
Dermatology	0.00	6.00	0.0%
Emergency Medicine	1.00	4.00	20.0%
Family Medicine	4.00	6.45	38.3%
Genetics	1.00	6.83	12.8%
Human Oncology	1.00	9.60	9.4%
Medical History & Bioethics	2.50	4.50	35.7%
Medical Microbiology	4.60	7.00	39.7%
Medical Physics	1.20	18.00	6.3%
Medicine	29.50	55.50	34.7%
Neurological Surgery	0.00	7.00	0.0%
Neurology	6.00	4.50	57.1%
Neuroscience	7.00	17.00	29.2%
Obstetrics & Gynecology	5.75	8.00	41.8%
Oncology	6.50	12.50	34.2%
Ophthalmology & Visual Sciences	5.50	7.00	44.0%
Orthopedics & Rehabilitation	3.00	6.50	31.6%
Pathology & Laboratory Medicine	5.00	9.00	35.7%
Pediatrics	8.50	12.60	40.3%
Population Health Sciences	8.30	8.50	49.4%
Psychiatry	4.00	13.10	23.4%
Radiology	2.00	15.50	11.4%
Surgery	11.00	26.00	29.7%
Urology	0.00	5.00	0.0%
SMPH Admin	0.00	1.00	0.0%
Comparative Biosciences	7.00	11.00	38.9%
Medical Sciences	4.00	7.00	36.4%
Pathobiological Sciences	3.00	14.00	17.6%
Surgical Sciences	2.00	3.00	40.0%
Social Sciences	246.90	301.40	45.0%
School of Business	21.00	59.17	26.2%
Agricultural & Applied Economics	3.00	16.00	15.8%
Community & Environmental Sociology	3.40	5.00	40.5%
Life Sciences Communication	2.00	3.00	40.0%
Liberal Arts & Applied Studies	2.80	1.00	73.7%
Counseling Psychology	5.00	3.00	62.5%
Curriculum & Instruction	18.00	7.75	69.9%
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	6.00	5.00	54.5%
Afro-American Studies	6.00	2.25	72.7%

Anthropology	9.00	10.00	47.4%
Communication Arts	9.00	11.60	43.7%
Economics	5.20	26.83	16.2%
Geography	5.50	12.00	31.4%
School of Journalism & Mass Communication	6.00	9.50	38.7%
LaFollette School of Public Affairs	4.00	7.75	34.0%
Planning & Landscape Architecture	6.00	10.75	35.8%
Political Science	10.00	21.25	32.0%
Psychology	17.00	18.00	48.6%
Social Work	11.50	5.00	69.7%
Sociology	11.00	16.50	40.0%
School of Library & Information Studies	5.00	3.50	58.8%
Law School	12.50	11.50	52.1%
School of Nursing	19.00	0.00	100.0%
School of Human Ecology	28.00	11.00	71.8%
Humanities	159.30	164.80	49.2%
Art	11.00	15.75	41.1%
Dance	4.75	3.00	61.3%
Theatre & Drama	3.00	4.00	42.9%
African Cultural Studies	2.00	4.50	30.8%
Art History	8.00	4.75	62.7%
Asian Languages & Cultures	8.00	7.00	53.3%
Classical and Near Eastern Studies	3.00	8.00	27.3%
Comparative Literature	3.00	6.50	31.6%
English	24.20	16.50	59.5%
French & Italian	10.00	8.25	54.8%
Gender & Women's Studies	9.25	0.00	100.0%
German, Nordic, & Slavic	15.00	12.00	55.6%
History	28.60	24.50	53.9%
Jewish Studies	1.00	1.00	50.0%
Linguistics	1.00	2.00	33.3%
School of Music	10.50	21.00	33.3%
Philosophy	4.00	13.00	23.5%
Religious Studies Program	1.00	0.00	100.0%
Spanish & Portuguese	12.00	13.00	48.0%

SOURCE: October 2017 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 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2017

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	40.90	15.00	19.00	255.70	38.00	63.90	13.8%	28.3%	22.9%
Biological Systems Engineering	1.00	0.00	1.00	11.25	1.00	1.00	8.2%	0.0%	50.0%
Soil Science	2.00	0.00	1.00	7.00	2.00	1.00	22.2%	0.0%	50.0%
Biomedical Engineering	3.80	2.00	1.00	4.90	0.00	3.00	43.7%	100.0%	25.0%
Chemical & Biological Engineering	1.00	1.00	0.00	15.00	1.00	2.00	6.3%	50.0%	0.0%
Civil & Environmental Engineering	1.50	1.00	4.00	11.75	4.00	5.00	11.3%	20.0%	44.4%
Electrical & Computer Engineering	3.00	3.00	2.00	23.50	1.00	10.25	11.3%	75.0%	16.3%
Engineering Physics	1.25	0.00	1.00	9.25	3.00	3.00	11.9%	0.0%	25.0%
Engineering Professional Development	0.00	0.00	0.00	2.00	2.00	0.00	0.0%	0.0%	N/A
Industrial & Systems Engineering	3.00	1.00	1.00	8.00	2.00	4.00	27.3%	33.3%	20.0%
Materials Science & Engineering	3.00	0.00	0.00	10.00	0.00	1.00	23.1%	N/A	0.0%
Mechanical Engineering	0.00	1.00	2.00	13.00	6.00	7.00	0.0%	14.3%	22.2%
Astronomy	2.75	2.00	0.00	5.00	1.00	0.00	35.5%	66.7%	N/A
Atmospheric & Oceanic Sciences	0.00	1.00	0.00	8.00	1.00	0.00	0.0%	50.0%	N/A
Chemistry	4.00	1.00	0.00	24.00	4.00	3.00	14.3%	20.0%	0.0%
Computer Sciences	2.00	0.00	0.00	23.00	2.00	7.00	8.0%	0.0%	0.0%
Geoscience	2.00	0.00	0.00	16.00	0.00	3.00	11.1%	N/A	0.0%
Mathematics	2.85	2.00	5.00	24.00	3.00	8.60	10.6%	40.0%	36.8%
Physics	4.25	0.00	1.00	31.00	4.00	2.00	12.1%	0.0%	33.3%
Statistics	3.50	0.00	0.00	9.00	1.00	3.00	28.0%	0.0%	0.0%
Biological Sciences	117.50	65.00	67.00	336.00	91.80	104.80	25.9%	41.5%	39.0%
Forest & Wildlife Ecology	0.00	2.00	0.00	10.00	4.50	1.00	0.0%	30.8%	0.0%
Agronomy	2.00	1.00	1.00	10.25	1.00	1.00	16.3%	50.0%	50.0%
Animal Science	0.00	0.00	0.00	10.00	1.00	1.00	0.0%	0.0%	0.0%
Bacteriology	3.60	0.00	1.00	9.75	1.00	3.00	27.0%	0.0%	25.0%
Biochemistry	6.00	1.00	2.00	18.00	2.00	3.00	25.0%	33.3%	40.0%
Dairy Science	1.00	1.00	1.00	7.00	1.00	1.00	12.5%	50.0%	50.0%
Entomology	1.50	0.00	1.00	7.00	0.00	1.00	17.6%	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	6.17	2.00	0.00	19.6%	42.9%	100.0%
Horticulture	1.00	1.00	3.00	6.50	0.00	1.00	13.3%	100.0%	75.0%
Nutritional Sciences	3.00	1.00	1.00	4.50	1.00	2.00	40.0%	50.0%	33.3%
Plant Pathology	3.00	2.00	2.00	2.50	0.00	4.00	54.5%	100.0%	33.3%
Kinesiology	4.00	1.00	6.00	3.00	2.00	1.00	57.1%	33.3%	85.7%
Communicative Disorders	6.00	1.00	2.00	0.00	0.00	2.00	100.0%	100.0%	50.0%
Botany	5.50	1.00	1.00	7.50	1.00	1.00	42.3%	50.0%	50.0%
Integrative Biology	5.00	2.00	0.00	9.00	3.00	2.00	35.7%	40.0%	0.0%
Nelson Institute for Environmental Studies	3.00	1.50	2.00	3.25	0.50	0.00	48.0%	75.0%	100.0%
School of Pharmacy	3.50	2.00	4.00	10.00	4.00	4.00	25.9%	33.3%	50.0%

Anesthesiology	0.00	0.00	0.00	3.00	2.00	2.00	0.0%	0.0%	0.0%
Biomolecular Chemistry	2.80	0.00	3.00	5.75	1.00	1.00	32.7%	0.0%	75.0%
Biostatistics & Medical Informatics	1.50	1.00	2.25	7.50	3.00	4.75	16.7%	25.0%	32.1%
Cell & Regenerative Biology	2.00	4.00	2.00	7.00	0.00	3.00	22.2%	100.0%	40.0%
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	3.00	N/A	50.0%	0.0%
Family Medicine	2.00	0.00	2.00	1.65	1.80	3.00	54.8%	0.0%	40.0%
Genetics	0.50	0.50	0.00	4.83	1.00	1.00	9.4%	33.3%	0.0%
Human Oncology	0.00	1.00	0.00	5.60	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	3.60	1.00	0.00	5.00	0.00	2.00	41.9%	100.0%	0.0%
Medical Physics	0.20	1.00	0.00	11.80	2.20	4.00	1.7%	31.3%	0.0%
Medicine	4.50	16.00	9.00	30.50	14.00	11.00	12.9%	53.3%	45.0%
Neurological Surgery	0.00	0.00	0.00	6.00	1.00	0.00	0.0%	0.0%	N/A
Neurology	2.00	2.00	2.00	3.50	1.00	0.00	36.4%	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	1.75	6.00	0.00	2.00	25.0%	100.0%	46.7%
Oncology	5.50	1.00	0.00	11.50	1.00	0.00	32.4%	50.0%	N/A
Ophthalmology & Visual Sciences	3.50	1.00	1.00	6.00	1.00	0.00	36.8%	50.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	1.00	3.50	2.00	1.00	22.2%	33.3%	50.0%
Pathology & Laboratory Medicine	3.00	2.00	0.00	7.00	2.00	0.00	30.0%	50.0%	N/A
Pediatrics	4.50	3.00	1.00	5.60	2.00	5.00	44.6%	60.0%	16.7%
Population Health Sciences	5.30	1.00	2.00	4.50	4.00	0.00	54.1%	20.0%	100.0%
Psychiatry	3.00	1.00	0.00	4.10	4.00	5.00	42.3%	20.0%	0.0%
Radiology	1.00	0.00	1.00	6.70	4.80	4.00	13.0%	0.0%	20.0%
Surgery	5.00	2.00	4.00	14.00	3.00	9.00	26.3%	40.0%	30.8%
Urology	0.00	0.00	0.00	5.00	0.00	0.00	0.0%	N/A	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	2.00	4.00	5.00	2.00	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	1.00	1.00	1.00	10.00	1.00	3.00	9.1%	50.0%	25.0%
Surgical Sciences	1.00	0.00	1.00	3.00	0.00	0.00	25.0%	N/A	100.0%

Social Sciences	111.50	63.50	71.90	183.40	60.00	58.00	37.8%	51.4%	55.4%
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School of Business	5.00	8.00	8.00	30.17	13.00	16.00	14.2%	38.1%	33.3%
Agricultural & Applied Economics	0.00	3.00	0.00	11.00	3.00	2.00	0.0%	50.0%	0.0%
Community & Environmental Sociology	2.00	1.00	0.40	3.00	1.00	1.00	40.0%	50.0%	28.6%
Life Sciences Communication	2.00	0.00	0.00	1.00	1.00	1.00	66.7%	0.0%	0.0%
Liberal Arts & Applied Studies	1.80	0.00	1.00	0.00	0.00	1.00	100.0%	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	8.00	5.00	5.00	4.75	2.00	1.00	62.7%	71.4%	83.3%
Educational Policy Studies	3.00	1.00	3.00	2.00	0.00	1.00	60.0%	100.0%	75.0%
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	3.00	2.00	2.00	2.00	1.00	33.3%	60.0%	66.7%
Afro-American Studies	2.50	1.00	2.50	2.25	0.00	0.00	52.6%	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	4.00	1.00	7.60	4.00	0.00	34.5%	50.0%	100.0%

Economics	1.20	2.00	2.00	15.83	4.00	7.00	7.0%	33.3%	22.2%
Geography	1.00	1.50	3.00	6.00	4.00	2.00	14.3%	27.3%	60.0%
School of Journalism & Mass Communication	2.00	1.00	3.00	5.50	2.00	2.00	26.7%	33.3%	60.0%
LaFollette School of Public Affairs	2.00	0.00	2.00	4.50	2.25	1.00	30.8%	0.0%	66.7%
Planning & Landscape Architecture	3.00	1.00	2.00	6.75	3.00	1.00	30.8%	25.0%	66.7%
Political Science	5.00	3.00	2.00	15.50	4.75	1.00	24.4%	38.7%	66.7%
Psychology	13.00	2.00	2.00	12.00	3.00	3.00	52.0%	40.0%	40.0%
Social Work	5.50	2.00	4.00	4.00	0.00	1.00	57.9%	100.0%	80.0%
Sociology	7.00	2.00	2.00	13.50	1.00	2.00	34.1%	66.7%	50.0%
School of Library & Information Studies	3.00	2.00	0.00	0.50	1.00	2.00	85.7%	66.7%	0.0%
Law School	5.50	5.00	2.00	7.50	1.00	3.00	42.3%	83.3%	40.0%
School of Nursing	7.00	2.00	10.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
School of Human Ecology	9.00	9.00	10.00	6.00	4.00	1.00	60.0%	69.2%	90.9%

Humanities **83.20** **35.50** **40.60** **107.50** **32.00** **25.30** **43.6%** **52.6%** **61.6%**

Art	5.00	2.00	4.00	10.00	4.00	1.75	33.3%	33.3%	69.6%
Dance	1.00	3.00	0.75	2.00	1.00	0.00	33.3%	75.0%	100.0%
Theatre & Drama	2.00	1.00	0.00	2.00	0.00	2.00	50.0%	100.0%	0.0%
African Cultural Studies	2.00	0.00	0.00	1.50	0.00	3.00	57.1%	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	4.00	2.00	2.00	4.00	3.00	0.00	50.0%	40.0%	100.0%
Classical and Near Eastern Studies	1.00	0.00	2.00	4.00	3.00	1.00	20.0%	0.0%	66.7%
Comparative Literature	1.00	0.00	2.00	2.50	2.00	2.00	28.6%	0.0%	50.0%
English	14.20	7.00	3.00	13.50	0.00	3.00	51.3%	100.0%	50.0%
French & Italian	4.00	5.00	1.00	6.25	1.00	1.00	39.0%	83.3%	50.0%
Gender & Women's Studies	2.00	3.50	3.75	0.00	0.00	0.00	100.0%	100.0%	100.0%
German, Nordic, & Slavic	10.00	2.00	3.00	7.00	2.00	3.00	58.8%	50.0%	50.0%
History	14.50	4.00	10.10	15.50	6.00	3.00	48.3%	40.0%	77.1%
Jewish Studies	1.00	0.00	0.00	0.50	0.00	0.50	66.7%	N/A	0.0%
Linguistics	1.00	0.00	0.00	2.00	0.00	0.00	33.3%	N/A	N/A
School of Music	7.50	1.00	2.00	18.00	2.00	1.00	29.4%	33.3%	66.7%
Philosophy	1.00	1.00	2.00	8.00	2.00	3.00	11.1%	33.3%	40.0%
Religious Studies Program	0.00	1.00	0.00	0.00	0.00	0.00	N/A	100.0%	N/A
Spanish & Portuguese	7.00	3.00	2.00	7.00	5.00	1.00	50.0%	37.5%	66.7%

SOURCE: October 2017 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, 2017

2013 - 2017

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	14	14	100.0%	43	43	100.0%
Biological Sciences	37	36	97.3%	57	55	96.5%
Social Sciences	47	47	100.0%	43	41	95.3%
Humanities	25	24	96.0%	28	28	100.0%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2017

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	15	0.0%	26.7%	73.3%	54	0.0%	27.8%	72.2%
2011-15	14	50.0%	14.3%	35.7%	45	55.6%	8.9%	35.6%
2015-19	12	100.0%	0.0%	0.0%	29	89.7%	6.9%	3.4%

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	4.9%	16.4%	78.7%
2011-15	45	60.0%	11.1%	28.9%	58	63.8%	12.1%	24.1%
2015-19	11	100.0%	0.0%	0.0%	32	96.9%	3.1%	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	4.1%	32.7%	63.3%	52	3.8%	30.8%	65.4%
2011-15	59	49.2%	16.9%	33.9%	62	50.0%	17.7%	32.3%
2015-19	18	83.3%	11.1%	5.6%	10	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	0.0%	32.3%	67.7%	22	4.5%	18.2%	77.3%
2011-15	54	48.1%	16.7%	35.2%	38	36.8%	15.8%	47.4%
2015-19	6	50.0%	0.0%	50.0%	6	83.3%	0.0%	16.7%

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, 2017

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	8.0	2.0	15.0	18.0	9.0	2.0	73.3%	83.3%	88.9%	100.0%
Biological Sciences	9.0	16.0	9.0	3.0	14.0	20.0	9.0	2.0	64.3%	80.0%	100.0%	150.0%
Social Sciences	10.0	18.0	8.0	3.0	12.0	17.0	7.0	3.0	83.3%	105.9%	114.3%	100.0%
Humanities	12.0	18.0	8.0	3.0	16.0	22.0	7.5	4.0	75.0%	81.8%	75.0%	75.0%

SOURCE: October 2017 HRS Frozen slice

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

Table 5b. Attrition by Gender, 2016-2017

	Headcounts			%		
	Retired	Resigned	2016 Total Faculty	Retired	Resigned	Left UW
Total	77	42	2,132	3.6%	2.0%	5.6%
Women	19	22	746	2.5%	2.9%	5.5%
Men	58	20	1,386	4.2%	1.4%	5.6%
Physical Sciences						
Women	2	2	77	2.6%	2.6%	5.2%
Men	13	5	362	3.6%	1.4%	5.0%
Biological Sciences						
Women	5	8	255	2.0%	3.1%	5.1%
Men	27	6	550	4.9%	1.1%	6.0%
Social Sciences						
Women	6	8	257	2.3%	3.1%	5.4%
Men	6	7	310	1.9%	2.3%	4.2%
Humanities						
Women	6	4	157	3.8%	2.5%	6.4%
Men	12	2	164	7.3%	1.2%	8.5%

SOURCE: October 2016 and 2017 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, 2017

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	43	260	14.2%	2	17	10.5%	4.7%	6.5%
Biological Sciences	115	330	25.8%	14	33	29.8%	12.2%	10.0%
Social Sciences	104	180	36.6%	11	22	33.3%	10.6%	12.2%
Humanities	82	108	43.2%	6	13	31.6%	7.3%	12.0%
Total	344	878	28.2%	33	85	28.0%	9.6%	9.7%

SOURCE: HRS appointment system frozen slice, October 2017.

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, 2017

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	43	260	14.2%	1	8	11.1%	2.3%	3.1%
Biological Sciences	121	346	25.9%	2	15	11.8%	1.7%	4.3%
Social Sciences	121	188	39.2%	12	5	70.6%	9.9%	2.7%
Humanities	82	108	43.2%	0	3	0.0%	0.0%	2.8%
Total	367	902	28.9%	15	31	32.6%	4.1%	3.4%

SOURCE: HRS Frozen Appointment Data view, October 2017.

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, 2017

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	43	260	14.2%	0	2	N/A	0.0%	0.8%
Biological Sciences	121	346	25.9%	1	2	33.3%	0.8%	0.6%
Social Sciences	121	188	39.2%	4	2	66.7%	3.3%	1.1%
Humanities	82	108	43.2%	0	1	0.0%	0.0%	0.9%
Total	367	902	28.9%	5	7	41.7%	1.4%	0.8%

SOURCE: HRS Frozen Appointment Data view, October 2017.

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, 2017

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	43	260	14.2%	0	4	0.0%	0.0%	1.5%
Biological Sciences	121	346	25.9%	4	12	25.0%	3.3%	3.5%
Social Sciences	121	188	39.2%	8	12	40.0%	6.6%	6.4%
Humanities	82	108	43.2%	5	5	50.0%	6.1%	4.6%
Total	367	902	28.9%	17	33	34.0%	4.6%	3.7%

SOURCE: HRS appointment system frozen slice, October 2017.

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, 2017

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	7	9	43.8%
Vilas Distinguished Achievement	35	54	39.3%
Hilldale Professors	4	8	33.3%
Evjue-Bascom Professors	3	6	33.3%
Named-Bascom Professors	23	44	34.3%
Steenbock Professors	1	8	11.1%
WARF Professorships	16	37	30.2%
Other named professorships	87	272	24.2%
Holds two named professorships	20	64	23.8%
New named professorships	10	14	41.7%
Number holding named professorships	159	374	29.3%
Full Professors at UW-Madison	367	902	28.9%
Major Awards			
Vilas Associate Award	13	13	50.0%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	5	6	45.5%
WARF Kellett Mid-Career Award	6	5	54.5%
Tenured Professors at UW-Madison	547	1131	32.6%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2017.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2017; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2017.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women on Influential Committees, 2017

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Faculty Senate			
Physical Sciences	8	37	17.8%
Biological Sciences	27	49	35.5%
Social Sciences	20	32	38.5%
Arts & Humanities	15	18	45.5%
Senators (total)	70	136	34.0%
Physical Sciences	4	25	13.8%
Biological Sciences	18	46	28.1%
Social Sciences	19	26	42.2%
Arts & Humanities	8	12	40.0%
Alternates (Total)	49	109	31.0%
Athletic Board	12	11	52.2%
Campus Planning Committee	10	14	41.7%
Divisional Executive Committees*			
Physical Sciences	3	9	25.0%
Biological Sciences	3	9	25.0%
Social Sciences	6	6	50.0%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	5	6	45.5%
Faculty Rights and Responsibilities Committee*	6	3	66.7%
Library Committee*	14	9	60.9%
University Committee*	3	3	50.0%
University Academic Planning Council	11	6	64.7%
Graduate School Academic Planning Council	4	2	66.7%
Graduate Faculty Executive Committee	13	6	68.4%
University Research Council	5	9	35.7%
All Faculty	746	1386	35.0%
Physical Sciences	77	362	17.5%
Biological Sciences	255	550	31.7%
Social Sciences	257	310	45.3%
Arts & Humanities	157	164	48.9%

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 12/6/2017. Totals from HRS appointment system frozen since October 2017.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2017. 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), 2017

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	\$120,000	\$127,500	94.1%
Biological Systems Engineering	95,513	135,849	70.3%
Soil Science	97,157	104,504	93.0%
Biomedical Engineering	135,000	135,305	99.8%
Chemical & Biological Engineering	128,769	150,204	85.7%
Civil & Environmental Engineering	105,330	124,328	84.7%
Electrical & Computer Engineering	124,839	134,714	92.7%
Engineering Physics	160,000	139,003	115.1%
Engineering Professional Development	N/A	115,436	N/A
Industrial & Systems Engineering	145,670	137,236	106.1%
Materials Science & Engineering	140,837	134,202	104.9%
Mechanical Engineering	98,728	115,705	85.3%
Astronomy	120,000	132,167	90.8%
Atmospheric & Oceanic Sciences	92,738	135,000	68.7%
Chemistry	132,613	128,533	103.2%
Computer Sciences	165,894	161,600	102.7%
Geoscience	104,109	101,325	102.7%
Mathematics	100,000	115,000	87.0%
Physics	137,714	125,440	109.8%
Statistics	141,400	126,027	112.2%
Biological Sciences	\$102,419	\$107,566	95.2%
Forest & Wildlife Ecology	104,048	104,520	99.5%
Agronomy	101,976	105,748	96.4%
Animal Science	N/A	97,022	N/A
Bacteriology	118,338	108,839	108.7%
Biochemistry	115,180	130,319	88.4%
Dairy Science	114,051	111,245	102.5%
Entomology	131,164	106,178	123.5%
Food Science	100,608	107,136	93.9%
Genetics	100,674	115,086	87.5%
Horticulture	87,000	108,398	80.3%
Nutritional Sciences	104,508	109,304	95.6%
Plant Pathology	102,419	84,946	120.6%
Kinesiology	75,000	78,871	95.1%
Communicative Disorders	112,713	85,000	132.6%
Botany	101,960	129,705	78.6%
Integrative Biology	108,800	105,057	103.6%
Nelson Institute for Environmental Studies	96,413	116,592	82.7%
School of Pharmacy	89,920	113,552	79.2%
Anesthesiology	N/A	100,155	N/A
Biomolecular Chemistry	90,000	138,954	64.8%
Biostatistics & Medical Informatics	125,194	143,182	87.4%
Cell & Regenerative Biology	95,650	137,687	69.5%

Dermatology	N/A	140,840	N/A
Emergency Medicine	135,000	98,182	137.5%
Family Medicine	122,705	85,174	144.1%
Genetics	104,977	112,350	93.4%
Human Oncology	76,781	91,463	83.9%
Medical History & Bioethics	124,916	87,982	142.0%
Medical Microbiology	121,375	105,042	115.5%
Medical Physics	100,926	115,052	87.7%
Medicine	92,966	95,932	96.9%
Neurological Surgery	N/A	84,031	N/A
Neurology	87,250	124,715	70.0%
Neuroscience	140,379	116,930	120.1%
Obstetrics & Gynecology	81,818	102,314	80.0%
Oncology	123,942	144,692	85.7%
Ophthalmology & Visual Sciences	129,048	140,482	91.9%
Orthopedics & Rehabilitation	59,679	98,482	60.6%
Pathology & Laboratory Medicine	119,916	127,636	94.0%
Pediatrics	120,161	106,364	113.0%
Population Health Sciences	148,986	116,621	127.8%
Psychiatry	99,884	98,918	101.0%
Radiology	128,905	92,691	139.1%
Surgery	101,147	68,897	146.8%
Urology	N/A	110,962	N/A
SMPH Admin	N/A	132,872	N/A
Comparative Biosciences	103,576	100,360	103.2%
Medical Sciences	91,358	107,407	85.1%
Pathobiological Sciences	108,500	111,195	97.6%
Surgical Sciences	110,939	133,564	83.1%

Social Sciences	\$106,504	\$138,342	77.0%
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School of Business	196,900	215,000	91.6%
Agricultural & Applied Economics	121,200	141,862	85.4%
Community & Environmental Sociology	111,541	99,290	112.3%
Life Sciences Communication	125,072	80,000	156.3%
Liberal Arts & Applied Studies	88,688	70,445	125.9%
Counseling Psychology	96,017	108,120	88.8%
Curriculum & Instruction	85,884	106,300	80.8%
Educational Policy Studies	78,320	128,749	60.8%
Educational Psychology	100,587	105,478	95.4%
Educational Leadership & Policy Analysis	121,979	124,200	98.2%
Rehabilitation Psychology & Special Education	83,640	83,990	99.6%
Afro-American Studies	87,000	113,129	76.9%
Anthropology	120,962	105,907	114.2%
Communication Arts	95,335	123,973	76.9%
Economics	190,000	250,000	76.0%
Geography	86,000	101,328	84.9%
School of Journalism & Mass Communication	93,209	110,475	84.4%
LaFollette School of Public Affairs	142,500	171,000	83.3%
Planning & Landscape Architecture	86,026	98,159	87.6%
Political Science	141,233	137,500	102.7%
Psychology	139,164	149,000	93.4%

Social Work	98,576	155,656	63.3%
Sociology	135,000	145,393	92.9%
School of Library & Information Studies	92,448	74,000	124.9%
Law School	156,094	153,668	101.6%
School of Nursing	92,462	N/A	N/A
School of Human Ecology	93,365	101,000	92.4%
Humanities	\$87,696	\$92,027	95.3%
Art	86,194	83,048	103.8%
Dance	66,186	73,927	89.5%
Theatre & Drama	86,725	77,962	111.2%
African Cultural Studies	122,636	70,000	175.2%
Art History	87,526	103,000	85.0%
Asian Languages & Cultures	86,626	94,444	91.7%
Classical and Near Eastern Studies	72,000	84,168	85.5%
Comparative Literature	85,000	73,352	115.9%
English	90,294	102,827	87.8%
French & Italian	79,466	103,298	76.9%
Gender & Women's Studies	86,806	N/A	N/A
German, Nordic, & Slavic	90,891	94,118	96.6%
History	96,297	109,920	87.6%
Jewish Studies	95,288	81,703	116.6%
Linguistics	95,624	117,069	81.7%
School of Music	77,063	84,292	91.4%
Philosophy	83,958	106,400	78.9%
Religious Studies Program	78,000	N/A	N/A
Spanish & Portuguese	82,522	83,817	98.5%

SOURCE: October 2017 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), 2017

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	\$140,837	\$100,990	\$95,000	\$139,745	\$107,657	\$97,314	100.8%	93.8%	97.6%
Biological Systems Engineering	116,535	N/A	74,491	135,849	147,248	71,894	85.8%	N/A	103.6%
Soil Science	102,687	N/A	84,000	105,508	99,715	91,737	97.3%	N/A	91.6%
Biomedical Engineering	144,380	118,555	92,000	156,587	N/A	97,179	92.2%	N/A	94.7%
Chemical & Biological Engineering	135,712	121,825	N/A	167,925	90,269	102,500	80.8%	135.0%	N/A
Civil & Environmental Engineering	133,889	115,544	101,400	143,194	115,827	97,314	93.5%	99.8%	104.2%
Electrical & Computer Engineering	142,000	109,585	113,500	143,092	74,148	105,000	99.2%	147.8%	108.1%
Engineering Physics	160,000	N/A	100,000	165,366	117,145	97,000	96.8%	N/A	103.1%
Engineering Professional Development	N/A	N/A	N/A	132,581	115,436	N/A	N/A	N/A	N/A
Industrial & Systems Engineering	157,990	131,848	95,000	153,081	125,222	99,936	103.2%	105.3%	95.1%
Materials Science & Engineering	140,837	N/A	N/A	136,146	N/A	96,000	103.4%	N/A	N/A
Mechanical Engineering	N/A	98,728	97,500	148,562	105,395	96,000	N/A	93.7%	101.6%
Astronomy	123,670	95,190	N/A	138,333	95,000	N/A	89.4%	100.2%	N/A
Atmospheric & Oceanic Sciences	N/A	92,738	N/A	134,086	135,000	N/A	N/A	68.7%	N/A
Chemistry	138,506	95,000	N/A	144,623	96,550	89,546	95.8%	98.4%	N/A
Computer Sciences	165,894	N/A	N/A	165,892	140,570	115,000	100.0%	N/A	N/A
Geoscience	104,109	N/A	N/A	108,953	N/A	81,000	95.6%	N/A	N/A
Mathematics	138,066	100,215	95,000	125,000	100,000	91,300	110.5%	100.2%	104.1%
Physics	170,000	N/A	89,000	138,734	99,649	88,365	122.5%	N/A	100.7%
Statistics	141,400	N/A	N/A	141,979	111,335	100,000	99.6%	N/A	N/A
Biological Sciences	\$127,695	\$100,048	\$83,168	\$127,659	\$95,000	\$85,000	100.0%	105.3%	97.8%
Forest & Wildlife Ecology	N/A	104,048	N/A	110,943	97,513	88,000	N/A	106.7%	N/A
Agronomy	145,289	73,375	85,000	121,206	88,066	80,000	119.9%	83.3%	106.3%
Animal Science	N/A	N/A	N/A	100,078	84,215	85,000	N/A	N/A	N/A
Bacteriology	118,338	N/A	98,000	122,381	99,824	86,709	96.7%	N/A	113.0%
Biochemistry	122,434	110,000	90,355	136,612	101,005	88,000	89.6%	108.9%	102.7%
Dairy Science	129,682	114,051	97,990	112,951	109,055	88,000	114.8%	104.6%	111.4%
Entomology	131,164	N/A	81,818	106,980	N/A	85,850	122.6%	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	115,458	104,357	N/A	87.2%	96.7%	N/A
Horticulture	114,209	75,159	87,000	132,756	N/A	93,292	86.0%	N/A	93.3%
Nutritional Sciences	114,619	99,164	102,273	122,727	97,563	84,500	93.4%	101.6%	121.0%
Plant Pathology	150,000	110,733	80,680	140,264	N/A	82,804	106.9%	N/A	97.4%
Kinesiology	94,210	73,743	71,000	106,251	72,104	68,347	88.7%	102.3%	103.9%
Communicative Disorders	168,120	100,000	80,754	N/A	N/A	85,000	N/A	N/A	95.0%
Botany	117,185	82,101	84,840	133,889	87,926	75,000	87.5%	93.4%	113.1%
Integrative Biology	115,096	93,642	N/A	117,300	95,000	83,410	98.1%	98.6%	N/A
Nelson Institute for Environmental Studies	141,093	85,703	75,000	116,592	92,000	N/A	121.0%	93.2%	N/A
School of Pharmacy	165,535	96,008	81,900	138,326	94,732	81,305	119.7%	101.3%	100.7%

Anesthesiology	N/A	N/A	N/A	150,678	94,162	86,318	N/A	N/A	N/A
Biomolecular Chemistry	119,586	N/A	85,909	141,473	132,390	82,636	84.5%	N/A	104.0%
Biostatistics & Medical Informatics	159,984	125,194	98,185	171,818	132,136	94,091	93.1%	94.7%	104.4%
Cell & Regenerative Biology	124,090	92,079	94,897	157,822	N/A	90,000	78.6%	N/A	105.4%
Dermatology	N/A	N/A	N/A	147,961	N/A	73,636	N/A	N/A	N/A
Emergency Medicine	N/A	135,000	N/A	N/A	153,000	98,182	N/A	88.2%	N/A
Family Medicine	147,292	N/A	86,022	119,176	94,513	83,463	123.6%	N/A	103.1%
Genetics	117,072	92,882	N/A	115,086	112,350	84,668	101.7%	82.7%	N/A
Human Oncology	N/A	76,781	N/A	97,175	113,766	77,727	N/A	67.5%	N/A
Medical History & Bioethics	150,413	85,909	N/A	114,199	85,166	77,538	131.7%	100.9%	N/A
Medical Microbiology	121,375	99,774	N/A	115,103	N/A	89,469	105.4%	N/A	N/A
Medical Physics	150,000	100,926	N/A	131,436	104,312	94,913	114.1%	96.8%	N/A
Medicine	158,625	99,389	82,636	131,767	83,653	81,818	120.4%	118.8%	101.0%
Neurological Surgery	N/A	N/A	N/A	95,877	73,479	N/A	N/A	N/A	N/A
Neurology	143,454	81,238	80,795	127,637	80,413	N/A	112.4%	101.0%	N/A
Neuroscience	140,518	N/A	85,909	129,368	92,815	80,554	108.6%	N/A	106.6%
Obstetrics & Gynecology	123,427	68,315	81,818	121,003	N/A	74,443	102.0%	N/A	109.9%
Oncology	123,942	101,320	N/A	144,692	85,114	N/A	85.7%	119.0%	N/A
Ophthalmology & Visual Sciences	150,233	96,030	98,182	139,381	170,606	N/A	107.8%	56.3%	N/A
Orthopedics & Rehabilitation	59,679	61,124	39,332	129,267	73,972	39,332	46.2%	82.6%	100.0%
Pathology & Laboratory Medicine	128,306	108,429	N/A	135,360	91,154	N/A	94.8%	119.0%	N/A
Pediatrics	142,867	117,000	66,109	153,000	118,587	81,818	93.4%	98.7%	80.8%
Population Health Sciences	149,864	105,527	85,480	156,999	91,018	N/A	95.5%	115.9%	N/A
Psychiatry	112,214	81,460	N/A	130,989	99,843	87,636	85.7%	81.6%	N/A
Radiology	175,991	N/A	81,818	92,691	102,533	66,325	189.9%	N/A	123.4%
Surgery	125,427	106,823	39,332	91,722	56,171	39,332	136.7%	190.2%	100.0%
Urology	N/A	N/A	N/A	110,962	N/A	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	95,000	132,948	100,000	97,079	90.3%	102.5%	97.9%
Medical Sciences	132,178	95,183	87,309	125,194	87,221	90,000	105.6%	109.1%	97.0%
Pathobiological Sciences	136,913	108,500	81,818	128,262	102,476	95,000	106.7%	105.9%	86.1%
Surgical Sciences	122,715	N/A	99,164	133,564	N/A	N/A	91.9%	N/A	N/A

Social Sciences	\$125,404	\$96,017	\$86,000	\$155,656	\$106,575	\$99,267	80.6%	90.1%	86.6%
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School of Business	250,000	203,450	164,000	266,444	199,981	177,000	93.8%	101.7%	92.7%
Agricultural & Applied Economics	N/A	121,200	N/A	152,530	136,338	122,642	N/A	88.9%	N/A
Community & Environmental Sociology	120,827	106,296	81,508	107,182	93,761	80,800	112.7%	113.4%	100.9%
Life Sciences Communication	125,072	N/A	N/A	200,000	78,154	80,000	62.5%	N/A	N/A
Liberal Arts & Applied Studies	115,155	N/A	61,977	N/A	N/A	70,445	N/A	N/A	88.0%
Counseling Psychology	98,085	102,172	80,000	110,266	N/A	73,447	89.0%	N/A	108.9%
Curriculum & Instruction	109,020	83,602	78,000	125,891	82,487	80,000	86.6%	101.4%	97.5%
Educational Policy Studies	115,551	78,320	72,000	136,789	N/A	70,000	84.5%	N/A	102.9%
Educational Psychology	103,272	N/A	86,723	127,330	86,671	86,000	81.1%	N/A	100.8%
Educational Leadership & Policy Analysis	146,027	83,432	83,000	128,500	81,335	69,307	113.6%	102.6%	119.8%
Rehabilitation Psychology & Special Education	140,888	85,000	71,948	133,005	82,745	73,948	105.9%	102.7%	97.3%
Afro-American Studies	94,805	87,000	75,000	113,129	N/A	N/A	83.8%	N/A	N/A
Anthropology	123,702	84,000	70,000	114,026	84,000	68,680	108.5%	100.0%	101.9%
Communication Arts	104,586	95,388	73,529	128,711	95,218	N/A	81.3%	100.2%	N/A

Economics	240,000	192,500	132,686	300,000	179,259	145,000	80.0%	107.4%	91.5%
Geography	118,364	88,000	78,023	116,123	85,689	77,989	101.9%	102.7%	100.0%
School of Journalism & Mass Communication	116,506	96,417	84,000	159,000	89,473	75,704	73.3%	107.8%	111.0%
LaFollette School of Public Affairs	188,584	N/A	105,000	171,000	131,705	87,741	110.3%	N/A	119.7%
Planning & Landscape Architecture	96,375	92,051	77,500	104,397	81,994	75,000	92.3%	112.3%	103.3%
Political Science	160,160	131,000	86,500	143,000	130,000	83,546	112.0%	100.8%	103.5%
Psychology	154,628	104,278	83,685	160,333	95,971	85,850	96.4%	108.7%	97.5%
Social Work	142,592	95,893	88,000	156,943	N/A	79,000	90.9%	N/A	111.4%
Sociology	151,689	117,500	85,004	145,430	106,050	90,167	104.3%	110.8%	94.3%
School of Library & Information Studies	95,690	83,730	N/A	195,556	91,591	72,704	48.9%	91.4%	N/A
Law School	174,849	146,652	133,000	166,391	140,509	130,000	105.1%	104.4%	102.3%
School of Nursing	123,324	103,000	88,000	N/A	N/A	N/A	N/A	N/A	N/A
School of Human Ecology	113,362	86,868	72,000	101,000	104,000	98,533	112.2%	83.5%	73.1%

Humanities **\$97,570** **\$77,653** **\$70,000** **\$101,359** **\$77,767** **\$70,000** **96.3%** **99.9%** **100.0%**

Art	87,997	83,886	67,140	88,098	76,209	64,640	99.9%	110.1%	103.9%
Dance	87,696	66,186	58,482	79,803	70,238	N/A	109.9%	94.2%	N/A
Theatre & Drama	92,148	63,759	N/A	132,817	N/A	64,828	69.4%	N/A	N/A
African Cultural Studies	122,636	N/A	N/A	107,417	N/A	65,000	114.2%	N/A	N/A
Art History	93,208	N/A	65,650	103,000	71,042	N/A	90.5%	N/A	N/A
Asian Languages & Cultures	110,395	70,914	62,103	110,404	93,000	N/A	100.0%	76.3%	N/A
Classical and Near Eastern Studies	151,000	N/A	71,000	94,357	80,336	64,266	160.0%	N/A	110.5%
Comparative Literature	100,147	N/A	77,500	91,919	58,154	71,676	109.0%	N/A	108.1%
English	116,565	79,194	85,000	103,177	N/A	75,670	113.0%	N/A	112.3%
French & Italian	94,967	77,040	62,226	107,601	77,823	63,630	88.3%	99.0%	97.8%
Gender & Women's Studies	94,764	99,909	76,000	N/A	N/A	N/A	N/A	N/A	N/A
German, Nordic, & Slavic	94,499	78,463	70,000	107,624	61,238	70,000	87.8%	128.1%	100.0%
History	109,335	92,307	76,551	116,667	94,555	78,000	93.7%	97.6%	98.1%
Jewish Studies	95,288	N/A	N/A	103,219	N/A	60,186	92.3%	N/A	N/A
Linguistics	95,624	N/A	N/A	117,069	N/A	N/A	81.7%	N/A	N/A
School of Music	84,955	70,981	70,000	87,403	74,404	70,000	97.2%	95.4%	100.0%
Philosophy	90,215	100,000	77,410	159,788	95,175	73,907	56.5%	105.1%	104.7%
Religious Studies Program	N/A	78,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spanish & Portuguese	95,077	77,653	61,706	104,349	73,334	60,186	91.1%	105.9%	102.5%

SOURCE: October 2017 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, 2014-2017

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	33	107	23.6%	17	51.5%	57	53.3%
College of Engineering	18	52	25.7%	12	66.7%	30	57.7%
Letters & Sciences	14	55	20.3%	4	28.6%	27	49.1%
College of Agricultural & Life Sciences	1	0	100.0%	1	36.4%	N/A	N/A
Biological Sciences	59	80	42.4%	36	61.0%	60	75.0%
Letters & Sciences	4	4	50.0%	3	75.0%	4	100.0%
School of Veterinary Medicine	6	6	50.0%	2	33.3%	4	66.7%
School of Pharmacy	5	4	55.6%	2	40.0%	2	50.0%
Medical School	35	53	39.8%	22	62.9%	38	71.7%
College of Agricultural & Life Sciences	9	13	40.9%	7	77.8%	12	92.3%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	1	7	12.5%	1	100.0%	5	71.4%
College of Engineering	1	2	33.3%	1	100.0%	2	100.0%
Letters & Sciences	0	5	0.0%	N/A	N/A	3	60.0%
College of Agricultural & Life Sciences	0	0	N/A	N/A	N/A	0	N/A
Biological Sciences	11	15	42.3%	3	27.3%	12	80.0%
Letters & Sciences	0	1	0.0%	N/A	N/A	1	100.0%
School of Veterinary Medicine	1	1	N/A	0	0.0%	1	100.0%
School of Pharmacy	0	2	0.0%	N/A	N/A	2	100.0%
Medical School	8	11	42.1%	1	12.5%	8	72.7%
College of Agricultural & Life Sciences	2	0	100.0%	2	100.0%	N/A	N/A

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2014-2017

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	\$121,000	\$90 - \$153	\$122,222	\$81 - \$173	99.0%	\$118,556	\$90 - \$134	\$120,389	\$81 - \$153	98.5%
College of Engineering	\$121,611	\$90 - \$134	\$122,222	\$91 - \$155	99.5%	\$121,611	\$90 - \$134	\$121,000	\$91 - \$153	100.5%
Letters & Sciences	\$120,667	\$90 - \$153	\$124,000	\$81 - \$173	97.3%	\$112,722	\$90 - \$119	\$118,667	\$81 - \$153	95.0%
College of Agricultural & Life Sciences	\$112,000	\$112	N/A	N/A	N/A	\$112,000	\$112	N/A	N/A	N/A
Biological Sciences	\$110,000	\$48 - \$400	\$110,000	\$48 - \$400	100.0%	\$105,667	\$48 - \$250	\$105,000	\$48 - \$350	100.6%
Letters & Sciences	\$103,278	\$93 - \$104	\$98,889	\$84 - \$104	104.4%	\$102,667	\$93 - \$104	\$98,889	\$84 - \$104	103.8%
School of Veterinary Medicine	\$133,333	\$105 - \$214	\$116,111	\$100 - \$133	114.8%	\$128,000	\$123 - \$133	\$119,167	\$112 - \$133	107.4%
School of Pharmacy	\$112,834	\$101 - \$120	\$103,750	\$83 - \$117	108.8%	\$106,056	\$101 - \$111	\$89,250	\$83 - \$96	118.8%
Medical School	\$110,000	\$48 - \$400	\$111,000	\$48 - \$400	99.1%	\$120,000	\$48 - \$250	\$110,000	\$48 - \$350	109.1%
College of Agricultural & Life Sciences	\$106,333	\$85 - \$131	\$103,889	\$82 - \$117	102.4%	\$106,333	\$87 - \$131	\$103,889	\$82 - \$117	102.4%
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	N/A	N/A	\$192,500	\$115 - \$474	N/A	N/A	N/A	\$201,666	\$115 - \$474	N/A
College of Engineering	N/A	N/A	\$165,000	\$115 - \$251	N/A	N/A	N/A	\$182,954	\$115 - \$251	N/A
Letters & Sciences	N/A	N/A	\$201,666	\$176 - \$474	N/A	N/A	N/A	\$201,666	\$183 - \$474	N/A
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$146,667	\$80 - \$552	\$116,500	\$73 - \$320	125.9%	\$165,884	\$80 - \$552	\$116,500	\$73 - \$320	142.4%
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	\$91,667	\$92	\$118,000	\$118	N/A	N/A	N/A	\$118,000	\$118	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	\$157,550	\$80 - \$552	\$112,500	\$73 - \$320	140.0%	\$157,550	\$80 - \$552	\$112,500	\$73 - \$320	140.0%
College of Agricultural & Life Sciences	\$228,806	\$147 - \$311	N/A	N/A	N/A	\$228,806	\$147 - \$311	N/A	N/A	N/A

Table 12c. Total Startup Package* Offers, 2014-2017

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	\$459,683	\$58 - \$2731	\$400,000	\$58 - \$1970	114.9%	\$434,368	\$58 - \$984	\$400,000	\$58 - \$1970	108.6%
College of Engineering	\$517,000	\$230 - \$1667	\$471,500	\$208 - \$1970	109.7%	\$500,000	\$230 - \$984	\$475,000	\$253 - \$1970	105.3%
Letters & Sciences	\$137,771	\$58 - \$2731	\$300,000	\$58 - \$1140	45.9%	\$57,500	\$58 - \$434	\$300,000	\$58 - \$1140	19.2%
College of Agricultural & Life Sciences	\$529,000	\$529	N/A	N/A	N/A	\$529,000	\$529	N/A	N/A	N/A
Biological Sciences	\$416,000	\$10 - \$1551	\$450,000	\$140 - \$1402	92.4%	\$403,000	\$50 - \$1551	\$452,583	\$150 - \$1314	89.0%
Letters & Sciences	\$470,237	\$350 - \$931	\$305,250	\$250 - \$517	154.0%	\$570,474	\$370 - \$931	\$305,250	\$250 - \$517	186.9%
School of Veterinary Medicine	\$500,000	\$350 - \$650	\$450,000	\$312 - \$750	111.1%	N/A	N/A	\$450,000	\$450 - \$750	N/A
School of Pharmacy	\$765,000	\$425 - \$873	\$600,000	\$180 - \$1314	127.5%	\$811,500	\$750 - \$873	\$747,000	\$180 - \$1314	108.6%
Medical School	\$400,000	\$50 - \$1200	\$450,000	\$140 - \$1402	88.9%	\$400,000	\$50 - \$1200	\$460,000	\$150 - \$1100	87.0%
College of Agricultural & Life Sciences	\$568,502	\$380 - \$1551	\$455,166	\$290 - \$1292	124.9%	\$568,502	\$380 - \$1551	\$474,083	\$290 - \$1292	119.9%
Division/School	Total Startup, Offers Made, Tenured Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	N/A	N/A	\$454,491	\$6 - \$1543	N/A	N/A	N/A	\$340,982	\$6 - \$1543	N/A
College of Engineering	N/A	N/A	\$568,000	\$341 - \$1107	N/A	N/A	N/A	\$723,991	\$341 - \$1107	N/A
Letters & Sciences	N/A	N/A	\$265,219	\$6 - \$1543	N/A	N/A	N/A	\$265,219	\$6 - \$1543	N/A
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$610,000	\$60 - \$3143	\$600,000	\$178 - \$5258	101.7%	\$600,000	\$60 - \$3143	\$600,000	\$178 - \$5258	100.0%
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	\$800,000	\$800	\$675,000	\$675	N/A	N/A	N/A	\$675,000	\$675	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	\$600,000	\$60 - \$620	\$600,000	\$200 - \$5258	100.0%	\$600,000	\$60 - \$620	\$571,500	\$335 - \$5258	105.0%
College of Agricultural & Life Sciences	\$2,096,500	\$1050 - \$3143	N/A	N/A	N/A	\$2,096,500	\$1050 - \$3143	N/A	N/A	N/A

* Total Startup Package does not include Base Salary.

Table 13. New Hires, 2017

	2016-2017	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	32	37.5%
Physical Sciences	13	23.1%
Senior Hires		
Biological Sciences	8	50.0%
Physical Sciences	2	0.0%
Total Hires, Biological Sciences	40	40.0%
Total Hires, Physical Sciences	15	20.0%
Total Hires, Junior	45	33.3%
Total Hires, Senior	10	40.0%
TOTAL HIRES	55	34.5%

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

SOURCE: October 2016 and October 2017 HRS Frozen slice.