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**Committee on Women in the University**  
**(Faculty Policies & Procedures 6.56.)**  
**Annual Report, 2018-2019**

**I. Statement of Committee Functions**

The Committee on Women in the University:

1. Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women
2. Collaborates and consults with administrative offices and governance bodies to more fully support gender equity, employee engagement, an inclusive and respectful culture, and diversity
3. Evaluates and monitors the status of women employees at the university.

The committee's "Operating Procedures" (reaffirmed 26 September 2018) and "Statement on Diversity and Representation in Committee Membership" (adopted December 1999 and reaffirmed 26 September 2018) are available upon request from the Office of the Secretary of the Faculty.

Professor Marah Curtis (School of Social Work), Tina Hatch (International Student Services) and Ashley Redjinski (French & Italian) co-chaired the committee in Fall 2018, representing faculty, academic staff, and university staff, respectively. Professor Marah Curtis (School of Social Work) and Abby Lindemann (School of Social Work) are leading the committee in Spring 2019.

**II. Current Activities**

The Committee on Women in the University values partnering with fellow shared governance committees and the university administration in an ongoing, collaborative effort to achieve gender equity and create inclusive environments for work and learning.

We are pleased to partner with women deans and the Office of Learning & Talent Development in presenting the annual Women & Leadership Symposium.

**Awards & Recognition.** The committee congratulates recipients of UW-Madison's Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW-Madison – 11<sup>th</sup> Annual Outstanding Women of Color Awards

Bianca Baldrige, Assistant Professor, Educational Policy Studies

Mariela Quesada Centeno, Ph.D. student and

Director, Programa Bienstar, Centro Hispano of Dane County

Jennifer Young Choe Edgoose, Associate Professor (CHS), Family Medicine & Community Health

Melissa Metoxen, Coordinator, Native American Center for Health Professions, SMPH

Cherene Sherrard Johnson, Professor, English

Brief introductions to recipients are presented in "Announcing the UW-Madison Outstanding Women of Color Awards Honorees for 2018-2019" (31 October 2018): <https://diversity.wisc.edu/outstanding-women-of-color-2018/>

The Committee on Women will participate formally in the annual selection process for UW System's Outstanding Women of Color in Higher Education Award and UW-Madison's Outstanding Women of Color Awards each year, starting in 2019-2020.

The committee joins the Women Faculty Mentoring Program in celebrating excellent mentoring of women assistant professors:

2018 Slesinger Awards for Excellence in Mentoring

Ian Bird, Professor & Vice Chair of Research, Obstetrics & Gynecology  
Laura McClure, Professor, Classical & Ancient Near Eastern Studies and  
Mellon Morgridge Professor in the Humanities  
Karen Young, Clinical Professor, Pathobiological Sciences

This year's awards were generously supported by the Women's Philanthropy Council Collaborative Giving Project and an Irvine Women Faculty Mentoring Program Fund. Each recipient received or designated a gift of \$2,500.

**CWU Survey.** Twenty-five years after fielding a survey of women faculty and academic staff to establish priorities for the newly created Committee on Women in the University, a small work group of committee members convened to develop a contemporary survey to "take the pulse" of campus and learn what employees of all genders believe are most important areas for continuing and new effort as the committee continues its work to advance the status of women at UW-Madison. The committee is grateful to Distinguished Policy & Planning Analyst Margaret Harrigan (APIR) and Diversity & Climate Researcher James Yonker (DDEEA) for consulting on key content and format issues. The committee hopes to reach members of every employment category, and individuals working first, second, and third shift jobs. Next steps include reaching out to offices and divisions that could help with communication, including translation or interpretation to reach employees for whom English is a second language.

**Diversity & Inclusion.** In Fall 2016, all UW-Madison undergraduate, graduate, professional, and non-degree seeking students were invited to respond to a climate survey including nearly 200 questions. 8,652 students (21%) responded to the survey. In Fall 2017, the Committee on Women reviewed the Campus Climate Task Force's report and recommendations and discussed findings with Vice Provost & Chief Diversity Officer Patrick J. Sims, Distinguished Policy & Planning Analyst Margaret Harrigan, and analyst James Yonker, including the number and identities of students who reported experiences hostile or intimidating behavior and differences in perceptions of being respected by faculty, teaching assistants, and peers in classroom settings. The committee agreed to help implement task force recommendations and selected *Recommendation 5. Promote our shared value of diversity and inclusion*, electing to partner with University Health Services colleagues Marlena Holden, Katherine Loving, and Molly Zemke in working to prevent and mitigate the effects of alcohol facilitated sexual assault and with DDEEA and UW Population Health Institute colleagues Stephen Montagna and Raymond Neal who are convening an Evolving Masculinity Learning Community within DDEEA's Learning Communities for Institutional Excellence unit.

**Hostile & Intimidating Behavior.** Secretary of the Faculty Steve Smith visited the committee in February to discuss gendered impacts in investigations and grievances. A surprising proportion of complaints have been made about behavior of senior faculty who are women and who are white. Committee members offered examples of personal experiences and discussed how gender and power dynamics might contribute to a gendered pattern of allegations. The same behaviors may be viewed positively when performed by men and negatively when performed by women. Women may hesitate to complain about hostile and intimidating interactions when, historically, problematic behaviors have not been addressed and when they perceive professional risks will be high (including potential loss of high visibility assignments, risks to tenure and promotion, possibility of negative evaluations or weak letters of support, withholding nominations for named professorships and awards, problematic committee assignments, etc.). Beyond these commonly cited reasons for hesitation, committee members suggested that, too often, the focus shifts from the problematic behavior of a perpetrator to the complainant who brings an issue forward, is identified as disruptive, and "becomes the wound" in a department or unit. Introducing HIB workshops that include bystander intervention education may help interrupt behaviors and reduce the need for formal administrative interventions. Ultimately, we

need to create cultural change – replacing a culture of reporting with a culture of interruption and allyship – so that we don’t force individuals to represent as “the aggrieved.”

**Web Presence.** Lindsey Stoddard Cameron developed a new web page, linked to the shared governance committee tracker database, to make the committee’s annual reports more accessible. The next step will be to create a shared resource library providing easy access to key documents from the Committee on Women and other diversity and inclusion-related shared governance committees.

**Women & Leadership Symposium.** The Committee on Women continues to partner with women deans, the Office of Human Resources, the Women’s Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. In Spring 2019, the committee considered future topics for the symposium and related Coffee & Conversation Series. Abby Lindeman and Kate Moran agreed to present brief opening remarks at the symposium.

The committee thanks the Women’s Philanthropy Council for continuing to underwrite the symposium and for sponsoring follow-up “Coffee & Conversation” programming presented by the Office of Learning & Talent Development and UW-Madison’s women deans. Since 2010, the Women’s Philanthropy Council has generously provided \$76,000 in support.

### III. Data on Women Faculty & Staff

The committee congratulates Distinguished Policy & Planning Analyst Margaret Harrigan on the occasion of her retirement and thanks her for her help over many years in obtaining and interpreting institutional data on women academic staff and faculty. The committee also thanks the Office of Academic Planning and Institutional Research for providing both current and historic data on gender and race/ethnicity in the university’s Data Digest: <http://apir.wisc.edu/datadigest.htm>

Readers will find additional information about data provided to the committee on the APIR website (<https://apir.wisc.edu/diversity-faculty.htm>), including a memo from Margaret Harrigan regarding

“Data on Women and Minority Faculty and Staff at UW-Madison” (August 2019):  
<http://apir.wisc.edu/facultystaff-trends.htm>

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison’s workforce (*Appendix, Table 1*):

<b>Women Employed at UW-Madison</b>	<b>1990-1991</b>	<b>2018-2019</b>
Faculty	18%	35.8%
Executive/Director/Administrator (Academic Staff)	38.8%	n/a
Limited Staff	n/a	50.9%
Academic Staff	49.1%	56.1%
University Staff	55.6%	49.9%
Post-Degree Training Staff (including post-doctoral fellows)	26.6%	42.7%
Graduate Assistants	34.5%	45%
<b>Total</b>	<b>41.8%</b>	<b>49.8%</b>

The percentage of women in the faculty has increased from 15.2% in 1987 to 35.8% in 2018.

In 1987, fewer than 9% of faculty holding the title of professor were women; today, 30% of faculty at this rank are women. 43% of associate professors and 45% of assistant professors are women (*Appendix, Table 5*).

In 1987, 3.1% of faculty were Black, Asian, Native American, or Hispanic. Today 22.1% of faculty come from these historically underrepresented groups. Within this cohort, the percentage holding the rank of professor has risen from 5% in 1987 to 18.1% in 2017. 20.3% of associate professors and 35% of assistant professors are members of underrepresented groups (*Appendix, Table 6*).

Among 37 women and 37 men appointed at the rank of assistant professor in 2009-2010, the most recent year for which these data are available, 62% of the women and 59% of the men were tenured within nine years (*Appendix, Table 7*). Three women and three men remained on the tenure track at nine years. In this same cohort, 47% of minority faculty and 65% of non-minority faculty were tenured (*Appendix, Table 8*). Women and men in the social sciences remain significantly less likely to win tenure than their peers, with an average nine-year tenure rate of only 63% for faculty hired between 2003-04 and 2009-10, compared to 76% in the arts & humanities, 82% in the biological sciences, and 80% in the physical sciences (*Appendix, Table 9*).

Overall, 56.1% of academic staff are women. 48.1% of instructional academic staff and 44.4% of research doctoral academic staff are women (*Appendix, Table 1*). In this same cohort, 15% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races. 14% of instructional academic staff and 24% of research doctoral academic staff belong to these historically underrepresented groups (*Appendix, Table 2*).

Among university staff, 41.7% of FLSA exempt (“salaried”) positions and 51.6% of FLSA non-exempt (“hourly”) positions are held by women (*Appendix, Table 3*). 9% of FLSA exempt positions and 21% of FLSA non-exempt positions are held by employees identifying as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races (*Appendix, Table 2*).

Women currently hold 51% of limited positions. 15% of limited positions are held by individuals from historically underrepresented groups.

To ensure regular review of data related to each major employment category, the committee requests core data each year, plus data on an issue of particular interest or concern for faculty, academic staff, or university staff, with the focus rotating among these three employment groups. The committee remains committed to reviewing longitudinal data.

In May 2019, the committee reviewed additional data on academic staff, with a focus on median salaries of academic staff holding selected instructional and research titles by gender and by minority status (*Appendix, Table B1-B2*) and median salaries of Category A academic staff by salary grade and gender, and by salary grade and minority status (*Appendix, Table B3-B4*). Margaret Harrigan also provided data on median salaries for information technology staff in extraordinary ranges, by prefix level, gender, and minority status; data related to the Instrumentation Specialist and Instrumentation Technologist title series; and a headcount of individuals holding specific titles in extraordinary ranges (*Appendix, Table B5-B7*).

#### **IV. Current and Future Issues or Concerns**

In 2019-2020, the committee will focus on:

- Survey of employees
- Inclusive Climate – Campus Climate Task Force Recommendation 5
- Hostile and Intimidating Behavior

and priorities identified by the committee in Fall 2019.

**V. Recommendation**

On 17 April 2019, the committee voted unanimously to recommend changing *Faculty Policies & Procedures* 6.56.A.7., replacing “The chair shall be elected from among the faculty members appointed pursuant to section A.1. Academic staff appointed pursuant to A.2. may be elected to serve as co-chair. University staff elected pursuant to A.3. may be appointed to serve as co-chair.” with “The chair shall be elected from among the faculty members appointed pursuant to section A.1. Any voting member of the committee may be appointed to serve as co-chair.”

## VI. Committee Membership

### Committee on Women in the University, 2018-2019

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Roseanne Clark	Psychiatry	2015	2021
Marah Curtis (co-chair)	Social Work	2016	2022
Teri Dobbs	Mead Witter School of Music	2016	2019
Beth Larson	Kinesiology	2018	2021
Nandini Pandey	Classical & Ancient Near Eastern Studies	2017	2020
Melissa Skala	Biomedical Engineering	2017	2020
<u>Academic Staff:</u>			
Tina Hatch (co-chair, SI)	Student Life/International Student Services	2011	Fall 2018
Elizabeth Jach	Office of the Dean, School of Education	2018	2021
Kristi Obmascher	Liberal Arts & Applied Studies	2018	2021
Antje Petty	Max Kade Institute	2016	2019
Liz Sadowski	Radiology	2017	2020
Suzanne Swift	WISE Residential Learning Community	Spring	2019
Rachael Willits	Dean of Students Office	2016	2019
<u>University Staff:</u>			
Jennifer Hanrahan	Law School	2017	2021
Laura Ketterhagen	Wisconsin Energy Institute	2018	2020
Kate Moran	FP&M/Transportation Services	2016	2019
Kate O'Connor	Office for Equity & Diversity	2014	2020
Sandy Peterson	Wisconsin Union	2018	2019
April Schaaf	Business Services, FP&M	2018	2021
Ashley Redjinski (co-chair, SI)	French & Italian	2017	Fall 2018
<u>Post-Doctoral Fellow:</u>			
Abigail Lindemann (co-lead, SII)	Ctr. for Health Minds/School of Social Work	2017	2019
<u>Students:</u>			
Sara Park	Undergraduate Student	2018	2020
<i>vacant</i>			
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Torsheika Maddox (designee)	Office of the Vice Provost & CDO	2015	2018
Luis Piñero	Office for Equity & Diversity	1999	
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	



August 5, 2019

**MEMORANDUM**

To: Provost John Karl Scholz  
Vice Provost Michael Bernard-Donals  
Vice Provost Patrick J. Sims  
Vice Chancellor Laurent Heller  
Members of the Committee on Women in the University

From: Margaret Harrigan

Subject: Data on Women and Minority Faculty and Staff at UW-Madison

At the request of the Committee on Women in the University, each year I provide data describing the number of faculty and staff at UW-Madison by gender, minority status, employee category, and other categories over time. This information expands on data provided in the annual Data Digest ([apir.wisc.edu/datadigest.htm](http://apir.wisc.edu/datadigest.htm)) and was presented to the Committee on Women in the University in May 2019. A list of the included tables and a brief summary of each follows.

***Table 1: Headcount of Faculty and Staff by Gender and Employment Categories***

***Table 2: Headcount of Faculty and Staff by Race/Ethnicity and Employment Categories***

***Table 3: 2018 Headcount of Faculty and Staff by Gender and Race/Ethnicity***

***Table 4: 2018 Headcount by Race/Ethnicity and Non-Resident Alien Status***

- UW-Madison has over 22,000 employees. Women make up about half of University Staff overall, 42% of exempt University Staff and 52% of non-exempt University Staff. Women are nearly half (48%) of Instructional Academic Staff and about half of Limited Staff (51%). Graduate assistants, Post-Degree Training Staff, and Research Academic Staff are about 43-45% women. Women are majority of Other Academic Staff (63%). In 2019, women comprised 36% of all faculty and 35% of faculty with administrative appointments.
- The data shows a decrease in the number of Exempt University Staff (exempt from FLSA overtime rules). Exempt staff decreased by over 700 individuals (48%) since 2014. With the adoption of HR Design beginning in July 2015, Exempt University Staff positions are being converted to Academic Staff positions as they become vacant.
- University Staff of color has increased from 13% to 19% in the past ten years; currently 21% of Non-exempt University Staff and 9% of Exempt University Staff are people of color (Table 2). The proportion of Academic Staff and Limited Staff of color also increased over the period, from 12-15% and 10-15%, respectively. Faculty of color has increased from 17% to 22% since 2009. In 2019, Faculty

of color comprised 14% of faculty with administrative appointments. Post-Degree Training staff and graduate assistants have the highest proportion of people of color, about 36-40%. Comparatively, people of color comprise about 21% of the overall Dane County population (based on 2017 American Community Survey administered by US Census Bureau).

- Table 3 show the number of women and men in each racial or ethnic category by major employee groups. The percentages of men and women who are members of a racial or ethnic minority are similar for all of the employment categories except for Post-Degree Training staff (Table 3). Although more male Post-Degree Training staff are reported as minority, this is due to the higher proportion of male Asian Post-Degree Training staff who are here on a temporary visa (Table 4). A higher proportion of women faculty (5%) report themselves as Black or African American compared to men faculty (2%).
- The majority of employees with non-resident alien status are graduate assistants or post-docs (Table 4). About 35% of graduate student assistants and 41% of Post-Degree Training staff hold temporary visas in 2018. Table 3 showed over one-third of graduate assistants and Post-Degree Training staff were people of color. When employees with non-resident alien status are treated as a separate category, about 13% of graduate assistants and 10% of Post-Degree Training staff are people of color (Table 4). The proportion of Research Academic Staff that are people of color declines from 24% to 18% when non-resident aliens are treated as a separate category. Non-resident aliens are 2.5% or less of the other employment groups.

***Table 5: Faculty Headcount by Rank and Gender***

***Table 6: Faculty Headcount by Rank and Race/Ethnicity***

- Women as a percent of faculty more than doubled from 15% in 1987 to 36% in 2018 (Table 5). Since 2009, the number of women on the faculty has increased from 30% to 36%. In 1987, fewer than 10% of full professors were women; currently women comprise 30% of full professors. Women have made up at least 40% of all assistant professors since 2003 and now comprise over 40% of associate professors as well.
- Faculty of color as a percent of all faculty more than tripled from 6% in 1987 to 22% in 2018 (Table 6). The number of faculty of color has increased for each ethnic minority group since 1987. However, as a result of changes to the data collection process in 2010, data for individual racial/ethnic groups for years after 2009 are not strictly comparable to prior years. Prior to 2010, a faculty member who identified with more than one race or ethnic group had to select the one category which best represented them. Under the current rules, an individual may report more than one racial/ethnic category. For example, the number of faculty in 2018 who report Black/African American only is 58, but the number who report Black/African American, including those who report another race or ethnicity, is 68. Five faculty report themselves as American Indian or Alaska Native and no other race or ethnicity in 2018. However, the number who report themselves as American Indian, including those who report another race/ethnicity, is 16.
- Currently, over one-third (35%) of assistant professors are people of color. Among assistant professors, 6% identify as Black/African American, 22% identify as Asian, Asian American, or Pacific Islander, 4% as Hispanic/Latinx, and 2% as two or more races. Less than 1% identify as American Indian.



- The biggest growth in faculty of color faculty over time has been in Asian category. About 14 percent of current UW Madison faculty – 301 people – identify as Asian or Asian American and no other race. Asians constitute about 64% of all faculty of color at UW-Madison. About 8% of the faculty is comprised of non-Asian people of color.

***Table 7: Faculty Promotions to Tenure by Gender***

***Table 8: Faculty Promotions to Tenure by Minority Status***

***Table 9: Faculty Promotions to Tenure by Divisional Committee Affiliation***

Tables 7, 8, and 9 report the tenure status of probationary faculty at six years and nine years after hire. Individuals who did not receive tenure within the time period may have left without tenure or may still hold a probationary appointment due to extensions to the tenure clock. An individual who left without tenure may have been granted tenure had they chosen to remain at UW-Madison.

- On average, 42% of women and 53% of men hired in probationary appointments are promoted within six years (faculty hired between 2003-04 and 2012-13; see Table 7). A significant number of both men and women receive tenure clock extensions; the most common reason an extension is granted is for childbirth or adoption. A higher proportion of women than men are granted an extension -- about 41% of women and 32% of men still held a probationary appointment at the end of their sixth year. Taking into account additional time for clock extensions, about 72% of women and 76% of men are promoted to tenure within nine years.
- At six years, 44% of faculty of color and 50% of White faculty were promoted over the time period analyzed (Table 8). At nine years, about 72% of faculty of color and 75% of White faculty hired with probationary status have been tenured. Black/African American faculty had lower tenure rates than other faculty of color during this time period (not shown in table).
- Promotion rates differ by divisional affiliation: 63% of Social Sciences probationary faculty achieved tenure within 9 years, compared to 76-82% of faculty in the other divisions (faculty hired between 2003-04 and 2012-13; see Table 9).

**Table B.1: Category B Academic Staff: Median Salaries by Gender and Title, October 2018**

**Table B.2: Category B Academic Staff: Median Salaries by Minority Status and Title, October 2018**

Category B Staff include Instructional Academic Staff and Research Academic Staff in which the duties and responsibilities are similar in responsibility level to the instructional or research duties typical of faculty at UW-Madison.

Salary is a function of many factors, including skills and experience, education and other credentials, job responsibilities, and market for the discipline. This analysis provides a comparison of median salaries by titles and does not control for other compensable factors. Since we are not controlling for these other factors, we cannot attribute the differences in salaries to pay inequity. However, it does indicate areas where further analysis may be warranted. Median salaries rather than mean salaries are compared to reduce the impact of salary outliers on the comparisons. Median years in position is also reported.

**Instructional Academic Staff (IAS):**

About 48% of IAS are women. Women are somewhat more likely to be in a lower rank within the title series: (Table B.1)

- Women comprise 51% of Assistant Professor (CHS) and 25% of Professor (CHS)
- Women comprise 65% of Associate Lecturers and 41% of Senior Lecturers

*Job Titles where Median Salary for Women is at least 5% higher: (Table B.1)*

Note that median salaries reported here are university salaries only and do not include any clinical practice pay through the UW Medical Foundation.

- Associate Professor (CHS): women earn 7% more
- Clinical Professor: women earn 23% more; Clinical Associate Professor: women earn 8% more; Clinical Instructor: women earn 6% more
- Visiting Assistant Professor: women earn 23% more

*Job Titles where Median Salary for Women is at least 5% lower: (Table B.1)*

- Senior Lecturer: women earn 29% less than men; Lecturer: women earn 12% less
- Assistant Faculty Associate: women earn 12% less; Distinguished Faculty Associate: women earn 5% less
- Visiting Associate Professor: women earn 7% less than men

*Job Titles where Median Salary for People of Color is at least 5% higher: (Table B.2)*

- Visiting Associate Professors of color earn 62% more than Whites

*Job Titles where Median Salary for People of Color is at least 5% lower: (Table B.2)*

- Professor (CHS): People of color earn 9% less than Whites
- Clinical Instructor: People of color earn 21% less than Whites
- Senior Lecturer: People of color earn 18% less than Whites
- Assistant Faculty Associate: People of color 5% less than Whites

**Research Academic Staff (Tables B.1 and B.2):**

About 44% of Research Academic Staff are women; 24% are minorities.

Women and minorities are somewhat more likely to be in a lower rank within a title series:

- 60% of assistant researchers and 46% of researchers are women; 26% of assistant researchers and 15% of researchers are people of color
- 40% of assistant scientists and 18% of senior scientists are people of color

*Job Titles where Median Salary for Women is at least 5% lower:*

- Associate researcher: women earn 7% less
- Associate scientist: women earn 8% less; senior scientist: women earn 12% less

*Job Titles where Median Salary for People of Color is at least 5% higher:*

- Associate Researcher: minorities earn 7% more than Whites

*Job Titles where Median Salary for People of Color is at least 5% lower:*

- Researcher: minorities earn 5% less

- Scientist series: minority senior scientists earn 18% less, minority associate scientists are paid 9% less and minority assistant scientists are paid 9% less than the median for non-minority staff with the same title.

#### **Highlights related to Category A Academic Staff Data:**

**Table B.3: Category A Academic Staff: Median Salaries by Salary Grade and Gender, 2018**

**Table B.4: Category A Academic Staff: Median Salaries by Salary Grade & Minority Status, 2018**

**Table B.5: Category A Information Technology Staff in Extraordinary Ranges: Median Salaries by Prefix Level, Gender and Minority Status, 2018**

**Table B.6: Category A Instrumentation Technologists and Instrumentation Specialists in Extraordinary Ranges: Median Salaries by Prefix Level and Gender, 2018**

**Table B.7: Headcount of Category A Staff Positions by Extraordinary Range Status, Gender and Minority Status, 2018**

#### **Category A:**

Category A titles include professional and administrative titles like librarian, administrative program specialist, academic adviser, program manager, or student services specialist. These tables include Academic staff in Category A titles. (Titles with management responsibilities such as director or assistant dean are normally Limited staff and are not included.)

Jobs are assigned to pay grades based on compensation studies from mid-1980s and early 1990s. Pay grades are assigned based on evaluation of job duties, skill and experience required, education and other credentials. Market is not a primary factor in assigning pay grade. The Titling and Total Compensation Project currently underway is expected to make many changes to the current title and salary structure for Category A employees.

#### **Standard pay grades:**

- Women are about 71% of the Category A staff in standard pay grades (Table B.3); staff of color comprise 13% (Table B.4). Women and men are roughly evenly distributed across the pay ranges. A higher percentage of staff of color are in the two lowest pay grades (about 19%).
- In general, median salaries in standard Category A pay grades are about equal between men and women (Table B.3). Median salaries for staff of color are in general the same or somewhat lower than non-minority salaries – about 2-3% lower (Table B.4). Note that staff of color have fewer years of experience, however.

#### **Extraordinary Pay Ranges:**

Some jobs are evaluated in terms of job duties, skills, and education requirements at a given pay grade but the market value is higher – those jobs can be eligible for extraordinary pay ranges to reflect that we can't hire or retain people without paying them at the market rate. Information technology positions comprise the largest group of titles with extraordinary pay ranges. Other titles with extraordinary pay ranges include instrumentation technologists and instrumentation specialists, clinical physician assistants, nurse practitioners, and sign language interpreters, among others. There are also extraordinary ranges for some Limited positions (such as Director of University Housing, Director of Financial Aid Services, Bursar, Registrar, and Dean of Students), which are not included here.

- About 3 out of 4 Information Technology (IT) jobholders are men. Although women make up 30-31% of IT positions at the associate and no-prefix levels, they comprise only 20% of the IT positions at the senior level. People of color comprise 13% of the IT positions. (Table B.5)
- Fewer than 1 out of 4 instrumentation technologists or instrumentation specialists are women; 9% are minorities. (Table B.6)
- Other positions with extraordinary ranges are comprised of 78% are women; 6% are minority (compared to 71% women and 13% minority for those in standard pay ranges). (Table B.7)

*Job Titles where Median Salary for Women is lower:*

- Information Technology titles (Table B.5). Median salaries for women at the senior prefix (senior systems programmer, senior information processing consultant, etc.) are 6% less than men's salaries; at the no-prefix levels, women are paid 4% less.
- Instrumentation technologists (Table B.6). Median salaries for women at the senior prefix are 6% less than men; at the no-prefix levels, women are paid 7% less.

*Median Salary comparisons for Minority and Non-Minority staff are mixed:*

- Information Technology titles (Table B.5). Median salaries for employees of color at the senior prefix (senior systems programmer, senior information processing consultant, etc.) are 9% more than non-minority salaries; at the no-prefix levels, employees of color are paid 6% less.
- Instrumentation technologists (Table B.6). Median salaries for employees of color at the no-prefix level are 8% more than non-minority salaries.

Attachments

cc: Jocelyn Milner, Mark Walters, Eden Inoway-Ronnie, Sherri Charleston, Lindsey Stoddard Cameron, Steven Smith, John Lucas

**Technical Notes:**

Race and ethnicity data is self-reported based on US Census categories. Definitions and collection procedures for race and ethnicity data have changed since 2009. In 2010, federal requirements for collecting and reporting race and ethnic data changed allowing an individual to identify with more than one race or ethnic category. Data reported for 2009 and earlier years follows the old reporting requirements allowing only one category. These changes make it difficult to compare over time. In particular, individuals now reported as “two or more races” would have identified as Black, Asian, White, or American Indian in past years. Anyone who reported Hispanic heritage, regardless of race, is counted as Hispanic since 2010.

Academic Staff is divided into three groups: instructional academic staff (such as clinical faculty and lecturers), research doctoral academic staff (such as scientists and researchers), and all other academic staff (administrative program specialists, student services coordinators, research specialists, librarians, etc.). Limited Staff consists of administrators who do not also hold faculty positions and is comprised primarily of appointments such as vice chancellor, director, associate or assistant director, and associate or assistant dean. Faculty who hold Limited administrative appointments such as provost, dean, associate dean, or academic program director are reported under faculty with administrative appointments. Faculty department chairs are also reported under faculty with administrative appointments. University staff is divided into two groups: exempt and non-exempt. Exempt refers to exempt from overtime rules under the federal Fair Labor Standards Act (FLSA). Most of the exempt positions are professional or supervisory. Post-Degree Training Staff (formerly known as Employees-in-Training) is comprised primarily of research associates and post-doctoral fellows.

Time until tenure promotion is calculated as the effective date of the promotion minus the date of hire in a probationary faculty appointment, plus time on tenure clock for service at another university. Years are not adjusted for time on leave or UW-Madison tenure clock extensions. The tenure tables report those who received tenure within six years or nine years of hire. Individuals who did not receive tenure within the time period may have left without tenure or may still hold a probationary appointment due to extensions to the tenure clock. An individual who left without tenure may have been granted tenure had he or she chosen to remain at UW-Madison.

## Headcount of Faculty and Staff by Gender

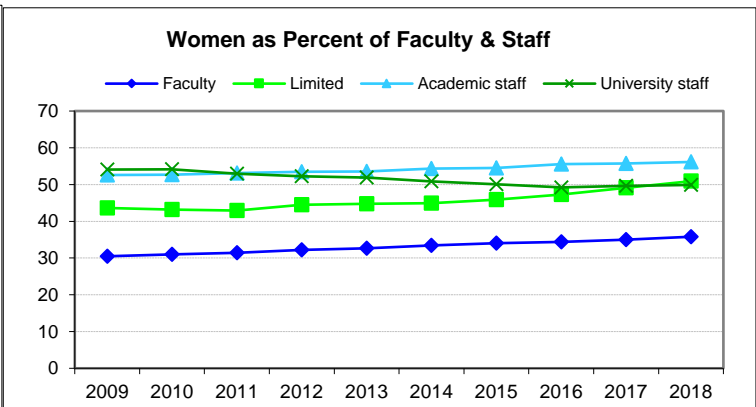
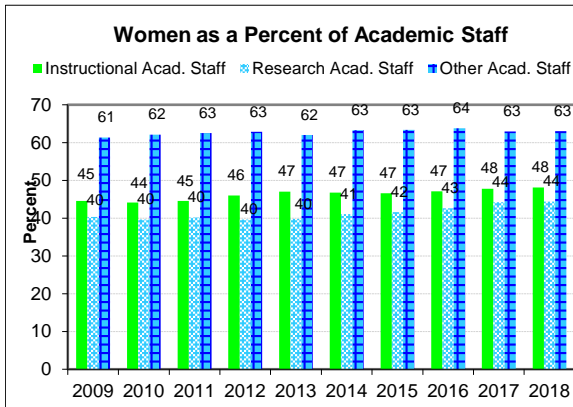
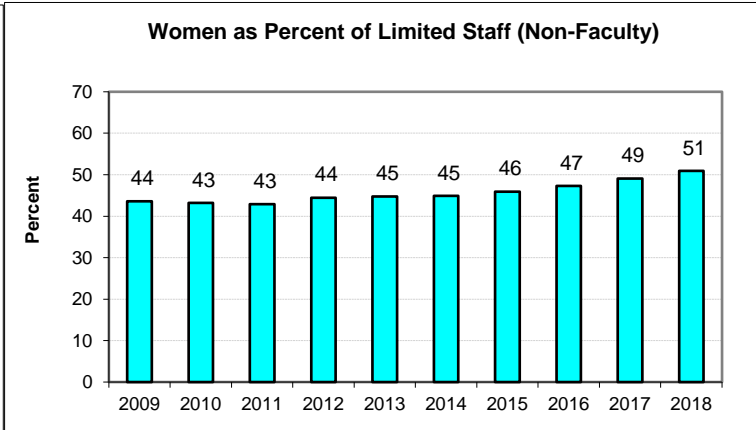
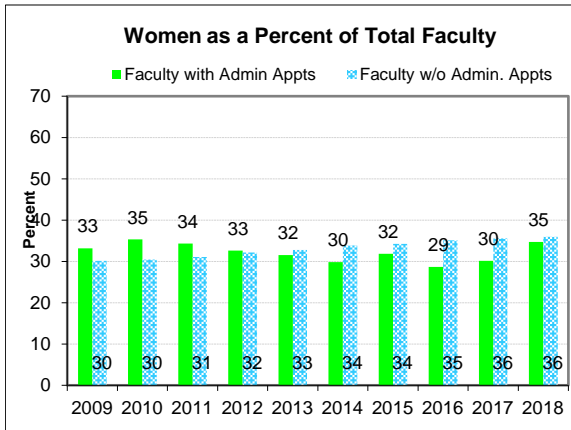
		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Faculty</b>	Women	663	674	671	700	714	742	750	741	746	766
	Men	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413	1,387	1,374
	<b>Total</b>	<b>2,175</b>	<b>2,177</b>	<b>2,135</b>	<b>2,173</b>	<b>2,189</b>	<b>2,220</b>	<b>2,205</b>	<b>2,154</b>	<b>2,133</b>	<b>2,140</b>
Faculty with Administrative Appointments	Women	79	84	81	80	76	71	71	64	66	77
	Men	159	154	155	165	165	167	152	159	153	145
	<b>Total</b>	<b>238</b>	<b>238</b>	<b>236</b>	<b>245</b>	<b>241</b>	<b>238</b>	<b>223</b>	<b>223</b>	<b>219</b>	<b>222</b>
Faculty without Administrative Appointments	Women	584	590	590	620	638	671	679	677	680	689
	Men	1,353	1,349	1,309	1,308	1,310	1,311	1,303	1,254	1,234	1,229
	<b>Total</b>	<b>1,937</b>	<b>1,939</b>	<b>1,899</b>	<b>1,928</b>	<b>1,948</b>	<b>1,982</b>	<b>1,982</b>	<b>1,931</b>	<b>1,914</b>	<b>1,918</b>
<b>Limited Staff</b> (non-faculty)	Women	188	193	191	209	216	221	237	256	272	307
	Men	243	254	254	261	267	271	279	285	282	296
	<b>Total</b>	<b>431</b>	<b>447</b>	<b>445</b>	<b>470</b>	<b>483</b>	<b>492</b>	<b>516</b>	<b>541</b>	<b>554</b>	<b>603</b>
<b>Academic Staff</b>	Women	3,728	3,837	3,842	3,926	3,999	4,107	4,218	4,618	4,919	5,177
	Men	3,361	3,443	3,391	3,412	3,467	3,453	3,514	3,693	3,906	4,044
	<b>Total</b>	<b>7,089</b>	<b>7,280</b>	<b>7,233</b>	<b>7,338</b>	<b>7,466</b>	<b>7,560</b>	<b>7,732</b>	<b>8,311</b>	<b>8,825</b>	<b>9,222</b>
Instructional Academic Staff	Women	973	981	982	1,057	1,084	1,093	1,103	1,148	1,212	1,256
	Men	1,210	1,244	1,222	1,243	1,223	1,246	1,264	1,291	1,323	1,352
	<b>Total</b>	<b>2,183</b>	<b>2,225</b>	<b>2,204</b>	<b>2,300</b>	<b>2,307</b>	<b>2,339</b>	<b>2,367</b>	<b>2,439</b>	<b>2,535</b>	<b>2,609</b>
Research Doctoral Academic Staff	Women	485	499	511	510	511	535	541	551	591	593
	Men	719	761	761	776	773	767	760	742	745	742
	<b>Total</b>	<b>1,204</b>	<b>1,260</b>	<b>1,272</b>	<b>1,286</b>	<b>1,284</b>	<b>1,302</b>	<b>1,301</b>	<b>1,293</b>	<b>1,336</b>	<b>1,335</b>
Other Academic Staff	Women	2,270	2,357	2,349	2,359	2,404	2,479	2,574	2,919	3,116	3,328
	Men	1,432	1,438	1,408	1,393	1,471	1,440	1,490	1,660	1,838	1,950
	<b>Total</b>	<b>3,702</b>	<b>3,795</b>	<b>3,757</b>	<b>3,752</b>	<b>3,875</b>	<b>3,919</b>	<b>4,064</b>	<b>4,579</b>	<b>4,954</b>	<b>5,278</b>
<b>University Staff</b>	Women	2,904	2,929	2,780	2,777	2,774	2,680	2,522	2,360	2,287	2,255
	Men	2,462	2,481	2,473	2,534	2,575	2,590	2,519	2,434	2,321	2,265
	<b>Total</b>	<b>5,366</b>	<b>5,410</b>	<b>5,253</b>	<b>5,311</b>	<b>5,349</b>	<b>5,270</b>	<b>5,041</b>	<b>4,794</b>	<b>4,608</b>	<b>4,522</b>
Exempt University Staff	Women			689	688	699	665	573	456	378	335
	Men			828	847	886	876	739	618	536	469
	<b>Total</b>			<b>1,517</b>	<b>1,535</b>	<b>1,585</b>	<b>1,541</b>	<b>1,312</b>	<b>1,074</b>	<b>914</b>	<b>804</b>
Non-Exempt University Staff	Women			2,091	2,089	2,075	2,015	1,949	1,904	1,909	1,920
	Men			1,645	1,687	1,689	1,714	1,780	1,816	1,785	1,796
	<b>Total</b>			<b>3,736</b>	<b>3,776</b>	<b>3,764</b>	<b>3,729</b>	<b>3,729</b>	<b>3,720</b>	<b>3,694</b>	<b>3,718</b>
<b>Post-Degree Training Staff</b>	Women	424	422	403	398	395	404	415	414	392	404
	Men	571	588	638	588	519	523	519	546	540	542
	<b>Total</b>	<b>995</b>	<b>1,010</b>	<b>1,041</b>	<b>986</b>	<b>914</b>	<b>927</b>	<b>934</b>	<b>960</b>	<b>932</b>	<b>946</b>
<b>Graduate Assistants</b>	Women	2,327	2,391	2,350	2,355	2,364	2,300	2,241	2,179	2,227	2,221
	Men	2,779	2,900	2,924	2,991	3,015	3,027	2,939	2,813	2,759	2,709
	<b>Total</b>	<b>5,106</b>	<b>5,291</b>	<b>5,274</b>	<b>5,346</b>	<b>5,379</b>	<b>5,327</b>	<b>5,180</b>	<b>4,992</b>	<b>4,986</b>	<b>4,932</b>
<b>Total</b>	<b>Women</b>	<b>10,234</b>	<b>10,446</b>	<b>10,237</b>	<b>10,365</b>	<b>10,462</b>	<b>10,454</b>	<b>10,383</b>	<b>10,568</b>	<b>10,843</b>	<b>11,130</b>
	<b>Men</b>	<b>10,928</b>	<b>11,169</b>	<b>11,144</b>	<b>11,259</b>	<b>11,318</b>	<b>11,342</b>	<b>11,225</b>	<b>11,184</b>	<b>11,195</b>	<b>11,230</b>
<b>Grand Total</b>	<b>Total</b>	<b>21,162</b>	<b>21,615</b>	<b>21,381</b>	<b>21,624</b>	<b>21,780</b>	<b>21,796</b>	<b>21,608</b>	<b>21,752</b>	<b>22,038</b>	<b>22,365</b>
	<b>% Women</b>	<b>48%</b>	<b>48%</b>	<b>48%</b>	<b>48%</b>	<b>48%</b>	<b>48%</b>	<b>48%</b>	<b>49%</b>	<b>49%</b>	<b>50%</b>

Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTES, student and unclassified hourly workers are excluded. Prior to 2015, University Staff were called Classified Staff. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Research Academic Staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff who assist in research such as Research Specialist. Individuals who chose not to report their gender or report gender as "Other" are not shown separately but are included in the totals.

Prepared by: UW-Madison Office of Academic Planning and Institutional Research

## Headcount of Faculty and Staff by Gender (continued)



Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, student and unclassified hourly workers are excluded. Prior to 2015, University Staff were called Classified Staff. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Research Academic Staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff who assist in research such as Research Specialist.

Prepared by: UW-Madison Office of Academic Planning and Institutional Research

07/05/19

## Headcount of Faculty and Staff by Racial/Ethnic Categories (Federal Methodology)

		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Faculty</b>	Black/African American (only)	45	47	49	49	54	57	55	55	53	58
	Asian/Pacific Islander (only)	233	241	234	247	257	264	268	279	293	304
	American Indian (only)	12	10	9	9	8	6	7	6	5	5
	Hispanic (all races)	77	78	76	76	76	78	80	82	80	78
	White (only) or Unknown	1,808	1,789	1,753	1,774	1,777	1,795	1,773	1,708	1,679	1,667
	2 or more races (non-Hispanic)		12	14	18	17	20	22	24	23	28
	<b>Total</b>	<b>2,175</b>	<b>2,177</b>	<b>2,135</b>	<b>2,173</b>	<b>2,189</b>	<b>2,220</b>	<b>2,205</b>	<b>2,154</b>	<b>2,133</b>	<b>2,140</b>
	<i>Percent minority</i>	<i>17%</i>	<i>18%</i>	<i>18%</i>	<i>18%</i>	<i>19%</i>	<i>19%</i>	<i>20%</i>	<i>21%</i>	<i>21%</i>	<i>22%</i>
Faculty with Administrative Appointments	Black/African American (only)	5	3	4	7	5	6	7	6	7	7
	Asian/Pacific Islander (only)	12	11	10	11	9	10	11	14	15	17
	American Indian (only)	1	2	2	2	0	0	0	1	1	0
	Hispanic (all races)	5	8	8	8	9	10	8	6	4	5
	White (only) or Unknown	215	210	208	213	216	210	197	195	191	192
	2 or more races (non-Hispanic)		4	4	4	2	2	0	1	1	1
	<b>Total</b>	<b>238</b>	<b>238</b>	<b>236</b>	<b>245</b>	<b>241</b>	<b>238</b>	<b>223</b>	<b>223</b>	<b>219</b>	<b>222</b>
	<i>Percent minority</i>	<i>10%</i>	<i>12%</i>	<i>12%</i>	<i>13%</i>	<i>10%</i>	<i>12%</i>	<i>12%</i>	<i>13%</i>	<i>13%</i>	<i>14%</i>
Faculty without Administrative Appointments	Black/African American (only)	40	44	45	42	49	51	48	49	46	51
	Asian/Pacific Islander (only)	221	230	224	236	248	254	257	265	278	287
	American Indian (only)	11	8	7	7	8	6	7	5	4	5
	Hispanic (all races)	72	70	68	68	67	68	72	76	76	73
	White (only) or Unknown	1,593	1,579	1,545	1,561	1,561	1,585	1,576	1,513	1,488	1,475
	2 or more races (non-Hispanic)		8	10	14	15	18	22	23	22	27
	<b>Total</b>	<b>1,937</b>	<b>1,939</b>	<b>1,899</b>	<b>1,928</b>	<b>1,948</b>	<b>1,982</b>	<b>1,982</b>	<b>1,931</b>	<b>1,914</b>	<b>1,918</b>
	<i>Percent minority</i>	<i>18%</i>	<i>19%</i>	<i>19%</i>	<i>19%</i>	<i>20%</i>	<i>20%</i>	<i>20%</i>	<i>22%</i>	<i>22%</i>	<i>23%</i>
<b>Limited Staff (non-faculty)</b>	Black/African American (only)	23	21	22	26	28	29	30	33	33	38
	Asian/Pacific Islander (only)	5	6	7	9	10	11	13	16	20	22
	American Indian (only)	1	2	1	1	1	1	3	3	3	3
	Hispanic (all races)	15	17	18	15	13	15	14	15	13	18
	White (only) or Unknown	387	399	396	418	428	431	449	467	477	513
	2 or more races (non-Hispanic)		2	1	1	3	5	7	7	8	9
	<b>Total</b>	<b>431</b>	<b>447</b>	<b>445</b>	<b>470</b>	<b>483</b>	<b>492</b>	<b>516</b>	<b>541</b>	<b>554</b>	<b>603</b>
	<i>Percent minority</i>	<i>10%</i>	<i>11%</i>	<i>11%</i>	<i>11%</i>	<i>11%</i>	<i>12%</i>	<i>13%</i>	<i>14%</i>	<i>14%</i>	<i>15%</i>
<b>Academic Staff</b>	Black/African American (only)	123	118	122	130	126	120	131	152	182	189
	Asian/Pacific Islander (only)	545	567	558	584	586	579	586	667	697	762
	American Indian (only)	37	29	34	32	31	29	25	23	21	26
	Hispanic (all races)	150	147	152	157	161	164	181	226	250	276
	White (only) or Unknown	6,234	6,422	6,331	6,389	6,453	6,605	6,719	7,140	7,560	7,855
	2 or more races (non-Hispanic)		34	36	46	56	63	90	103	115	114
	<b>Total</b>	<b>7,089</b>	<b>7,317</b>	<b>7,233</b>	<b>7,338</b>	<b>7,413</b>	<b>7,560</b>	<b>7,732</b>	<b>8,311</b>	<b>8,825</b>	<b>9,222</b>
	<i>Percent minority</i>	<i>12%</i>	<i>12%</i>	<i>12%</i>	<i>13%</i>	<i>13%</i>	<i>13%</i>	<i>13%</i>	<i>14%</i>	<i>14%</i>	<i>15%</i>
Instructional Academic Staff	Black/African American (only)	35	33	32	32	28	30	33	36	40	42
	Asian/Pacific Islander (only)	160	161	154	164	162	156	165	196	193	220
	American Indian (only)	10	6	6	8	8	8	5	6	5	7
	Hispanic (all races)	53	57	57	57	52	57	55	69	71	75
	White (only) or Unknown	1,925	1,960	1,947	2,028	2,039	2,067	2,088	2,108	2,195	2,238
	2 or more races (non-Hispanic)		8	8	11	18	21	21	24	31	27
	<b>Total</b>	<b>2,183</b>	<b>2,225</b>	<b>2,204</b>	<b>2,300</b>	<b>2,307</b>	<b>2,339</b>	<b>2,367</b>	<b>2,439</b>	<b>2,535</b>	<b>2,609</b>
	<i>Percent minority</i>	<i>12%</i>	<i>12%</i>	<i>12%</i>	<i>12%</i>	<i>12%</i>	<i>12%</i>	<i>12%</i>	<i>14%</i>	<i>13%</i>	<i>14%</i>
Research Doctoral Academic Staff	Black/African American (only)	9	9	9	11	10	7	11	13	15	16
	Asian/Pacific Islander (only)	219	229	230	233	243	238	234	240	244	253
	American Indian (only)	2	2	2	2	2	3	3	2	1	2
	Hispanic (all races)	26	23	24	28	25	27	29	40	44	41
	White (only) or Unknown	948	995	1004	1008	999	1021	1016	991	1021	1013
	2 or more races (non-Hispanic)		3	3	4	4	6	8	7	11	10
	<b>Total</b>	<b>1,204</b>	<b>1,261</b>	<b>1,272</b>	<b>1,286</b>	<b>1,283</b>	<b>1,302</b>	<b>1,301</b>	<b>1,293</b>	<b>1,336</b>	<b>1,335</b>
	<i>Percent minority</i>	<i>21%</i>	<i>21%</i>	<i>21%</i>	<i>22%</i>	<i>22%</i>	<i>22%</i>	<i>22%</i>	<i>23%</i>	<i>24%</i>	<i>24%</i>
Other Academic Staff	Black/African American (only)	79	76	81	87	88	83	87	103	127	131
	Asian/Pacific Islander (only)	166	177	174	187	181	185	187	231	260	289
	American Indian (only)	25	21	26	22	21	18	17	15	15	17
	Hispanic (all races)	71	67	71	72	84	80	97	117	135	160
	White (only) or Unknown	3,361	3,467	3,380	3,353	3,415	3,517	3,615	4,041	4,344	4,604
	2 or more races (non-Hispanic)		23	25	31	34	36	61	72	73	77
	<b>Total</b>	<b>3,702</b>	<b>3,831</b>	<b>3,757</b>	<b>3,752</b>	<b>3,823</b>	<b>3,919</b>	<b>4,064</b>	<b>4,579</b>	<b>4,954</b>	<b>5,278</b>
	<i>Percent minority</i>	<i>9%</i>	<i>10%</i>	<i>10%</i>	<i>11%</i>	<i>11%</i>	<i>10%</i>	<i>11%</i>	<i>12%</i>	<i>12%</i>	<i>13%</i>



## Headcount of Faculty and Staff by Federal Racial/Ethnic Categories, *Continued*

		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>University Staff</b>	Black/African American (only)	133	129	137	151	166	161	153	168	160	158
	Asian/Pacific Islander (only)	239	233	239	241	246	254	256	283	286	297
	American Indian (only)	18	16	14	18	17	14	14	15	15	14
	Hispanic (all races)	288	291	286	277	278	270	270	296	325	336
	White (only) or Unknown	4,688	4,713	4,548	4,594	4,609	4,519	4,299	3,983	3,777	3,677
	2 or more races (non-Hispanic)		28	29	30	33	52	49	49	45	40
	<b>Total</b>	<b>5,366</b>	<b>5,410</b>	<b>5,253</b>	<b>5,311</b>	<b>5,349</b>	<b>5,270</b>	<b>5,041</b>	<b>4,794</b>	<b>4,608</b>	<b>4,522</b>
	<i>Percent minority</i>	13%	13%	13%	14%	14%	14%	15%	17%	18%	19%
<b>Exempt University Staff</b>	Black/African American (only)			24	25	26	23	22	19	15	13
	Asian/Pacific Islander (only)			66	65	68	64	54	47	42	38
	American Indian (only)			3	5	4	2	2	2	2	2
	Hispanic (all races)			32	29	28	28	24	24	21	19
	White (only) or Unknown			1,383	1,404	1,451	1,411	1,200	977	830	730
	2 or more races (non-Hispanic)			9	7	8	13	10	5	4	2
	<b>Total</b>			1,517	1,535	1,585	1,541	1,312	1,074	914	804
	<i>Percent minority</i>			9%	9%	8%	8%	9%	9%	9%	9%
<b>Non-Exempt University Staff</b>	Black/African American (only)			113	126	140	138	131	149	145	145
	Asian/Pacific Islander (only)			173	176	178	190	202	236	244	259
	American Indian (only)			11	13	13	12	12	13	13	12
	Hispanic (all races)			254	248	250	242	246	272	304	317
	White (only) or Unknown			3,165	3,190	3,158	3,108	3,099	3,006	2,947	2,947
	2 or more races (non-Hispanic)			20	23	25	39	39	44	41	38
	<b>Total</b>			3,736	3,776	3,764	3,729	3,729	3,720	3,694	3,718
	<i>Percent minority</i>			15%	16%	16%	17%	17%	19%	20%	21%
<b>Post-Degree Training Staff</b>	Black/African American (only)	20	23	17	15	10	10	8	11	8	10
	Asian/Pacific Islander (only)	341	324	321	283	249	241	266	250	240	249
	American Indian (only)	0	2	2	1	1	4	2	2	1	2
	Hispanic (all races)	48	36	34	33	35	38	37	41	44	61
	White (only) or Unknown	586	625	666	649	608	620	606	634	630	607
	2 or more races (non-Hispanic)		0	1	5	11	14	15	22	9	17
	<b>Total</b>	<b>995</b>	<b>1,010</b>	<b>1,041</b>	<b>986</b>	<b>914</b>	<b>927</b>	<b>934</b>	<b>960</b>	<b>932</b>	<b>946</b>
	<i>Percent minority</i>	41%	38%	36%	34%	33%	33%	35%	34%	32%	36%
<b>Graduate Assistants</b>	Black/African American (only)	147	140	145	143	146	131	124	124	122	122
	Asian/Pacific Islander (only)	1,398	1,257	1,282	1,340	1,357	1,386	1,381	1,284	1,357	1,389
	American Indian (only)	34	27	17	17	21	16	13	11	17	18
	Hispanic (all races)	255	268	267	275	299	301	299	279	282	304
	White (only) or Unknown	3,272	3,589	3,518	3,507	3,474	3,392	3,264	3,187	3,097	2,981
	2 or more races (non-Hispanic)		10	45	64	82	101	99	107	111	118
	<b>Total</b>	<b>5,106</b>	<b>5,291</b>	<b>5,274</b>	<b>5,346</b>	<b>5,379</b>	<b>5,327</b>	<b>5,180</b>	<b>4,992</b>	<b>4,986</b>	<b>4,932</b>
	<i>Percent minority</i>	36%	32%	33%	34%	35%	36%	37%	36%	38%	40%
<b>Total</b>	Black/African American (only)	491	478	492	514	530	508	501	543	558	575
	Asian/Pacific Islander (only)	2,761	2,628	2,641	2,704	2,705	2,735	2,770	2,779	2,893	3,023
	American Indian (only)	102	86	77	78	79	70	64	60	62	68
	Hispanic (all races)	833	837	833	833	862	866	881	939	994	1,073
	White (only) or Unknown	16,975	17,537	17,212	17,331	17,349	17,362	17,110	17,119	17,220	17,300
	2 or more races (non-Hispanic)		58	126	164	202	255	282	312	311	326
<b>Grand Total</b>		<b>21,162</b>	<b>21,624</b>	<b>21,381</b>	<b>21,624</b>	<b>21,727</b>	<b>21,796</b>	<b>21,608</b>	<b>21,752</b>	<b>22,038</b>	<b>22,365</b>
		<i>Percent minority</i>	20%	19%	19%	20%	20%	20%	21%	21%	23%

Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both Instructional Academic Staff and Other Academic Staff appointments is shown as Instructional Academic Staff. LTEs, student and unclassified hourly workers are excluded. In past years, University Staff were called Classified Staff and Post-Degree Training Staff were called Employees-in-Training. Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are included with White/Unknown. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black, Asian (including Native Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Prepared by: Office of Academic Planning and Institutional Research

## Headcount of Faculty and Staff by Race/Ethnicity, *Continued*

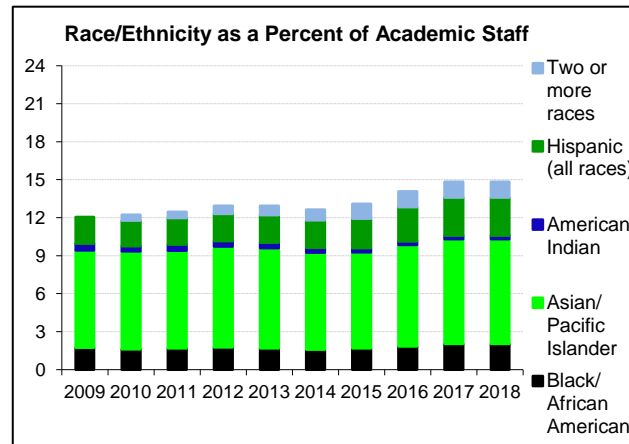
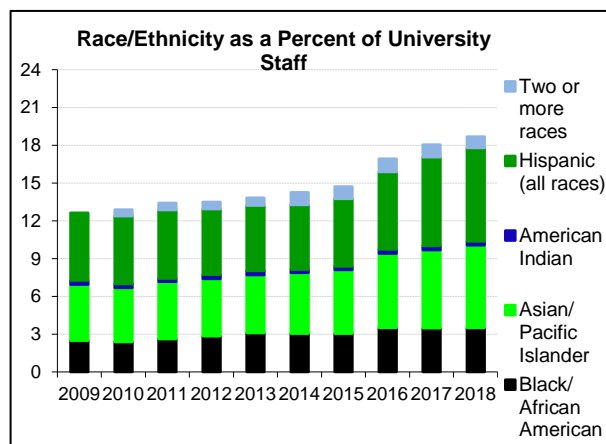
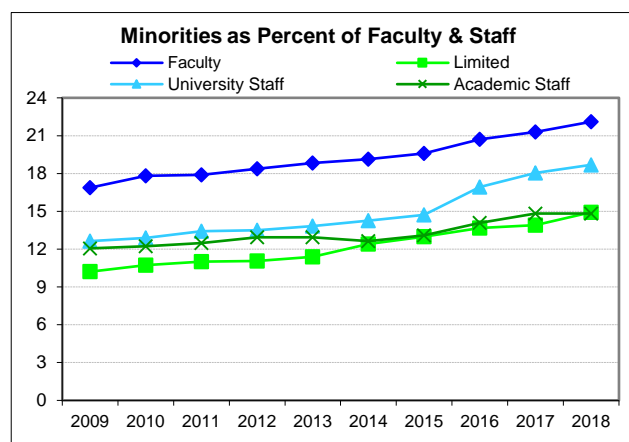
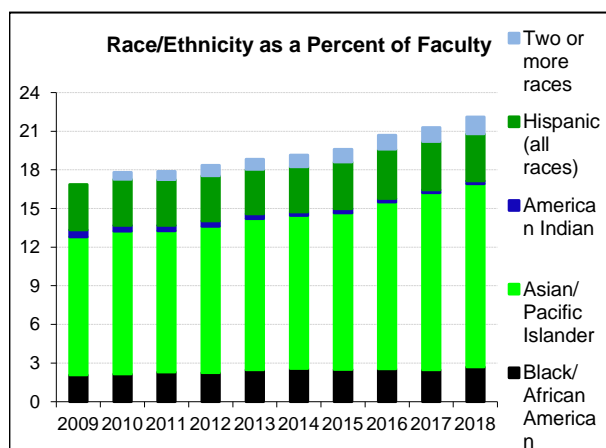
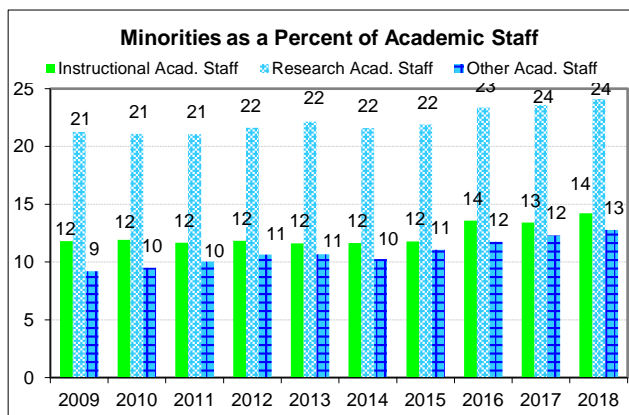
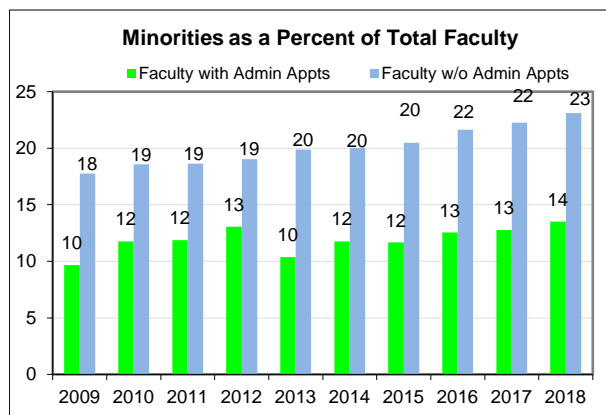


TABLE 3

## 2018 Headcount of Faculty and Staff by Gender and Race/Ethnicity

	Faculty	Instructional	Research	Other	Exempt	Non-Exempt	Post-Degree		Total		
		Limited Staff	Academic Staff	Academic Staff	Academic Staff	Classified Staff	Classified Staff	Training Staff		Graduate Assistants	
Women	Black/African American (only)	35	21	24	9	83	3	65	3	56	299
	Asian (only)	105	14	98	117	190	18	152	75	542	1,311
	American Indian (only)	2	0	3	1	12	0	6	2	13	39
	Hispanic (all races)	30	11	35	21	98	9	157	26	155	542
	Pacific Islander (only)	3	0	1	0	2	0	0	1	0	7
	White (only)	551	252	1,008	423	2,816	303	1,457	239	1,278	8,327
	2 or more races (non-Hispanic)	13	4	16	6	54	1	21	7	65	187
	Unknown	27	5	71	16	73	1	62	51	112	418
	Total	766	307	1,256	593	3,328	335	1,920	404	2,221	11,130
Percent Minority	25%	16%	14%	26%	13%	9%	21%	28%	37%	21%	
Men	Black/African American (only)	23	17	18	7	48	10	80	7	66	276
	Asian (only)	196	8	120	136	93	20	106	173	844	1,696
	American Indian (only)	3	3	4	1	5	2	6	0	5	29
	Hispanic (all races)	48	7	40	20	62	10	160	35	149	531
	Pacific Islander (only)	0	0	1	0	4	0	0	0	3	8
	White (only)	1,043	249	1,044	540	1,669	422	1,347	243	1,455	8,012
	2 or more races (non-Hispanic)	15	5	11	4	23	1	17	10	53	139
	Unknown	46	7	114	34	46	4	80	74	134	539
	Total	1,374	296	1,352	742	1,950	469	1,796	542	2,709	11,230
Percent Minority	21%	14%	14%	23%	12%	9%	21%	42%	41%	24%	
Grand Total		2,140	603	2,609	1,335	5,278	804	3,718	946	4,932	22,365
Percent Women		36%	51%	48%	44%	63%	42%	52%	43%	45%	50%
Percent Minority		22%	15%	14%	24%	13%	9%	21%	36%	40%	23%

Source: October HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race.

Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Individuals who choose not to report a racial/ethnic category are reported as Unknown.

TABLE 4

## 2018 Headcount of Faculty and Staff by Race/Ethnicity/Non-Resident Alien Status

	Instructional		Research	Other	Exempt	Non-Exempt	Post-Degree		Total	
	Limited	Academic	Academic	Academic	Classified	Classified	Training	Graduate		
	Faculty	Staff	Staff	Staff	Staff	Staff	Staff	Staff		Assistants
Black/African American (only)	57	38	42	15	131	13	143	7	90	536
Asian (only)	270	22	193	186	250	38	255	44	216	1,474
American Indian (only)	5	3	7	1	17	2	12	1	17	65
Hispanic (all races)	77	18	71	34	154	19	307	25	214	919
Pacific Islander (only)	3	0	2	0	6	0	0	1	2	14
White (only)	1,580	501	2,033	926	4,477	725	2,802	411	2,549	16,004
2 or more races (non-Hispanic)	28	9	27	10	77	2	38	14	110	315
Unknown	67	12	176	37	116	5	142	53	18	626
Nonresident Alien	53	0	58	126	50	0	19	390	1,716	2,412
Total	2,140	603	2,609	1,335	5,278	804	3,718	946	4,932	22,365
Percent Resident Minority	20.6%	14.9%	13.1%	18.4%	12.0%	9.2%	20.3%	9.7%	13.2%	14.8%
Percent Nonresident Alien	2.5%	0.0%	2.2%	9.4%	0.9%	0.0%	0.5%	41.2%	34.8%	10.8%

Source: October HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race.

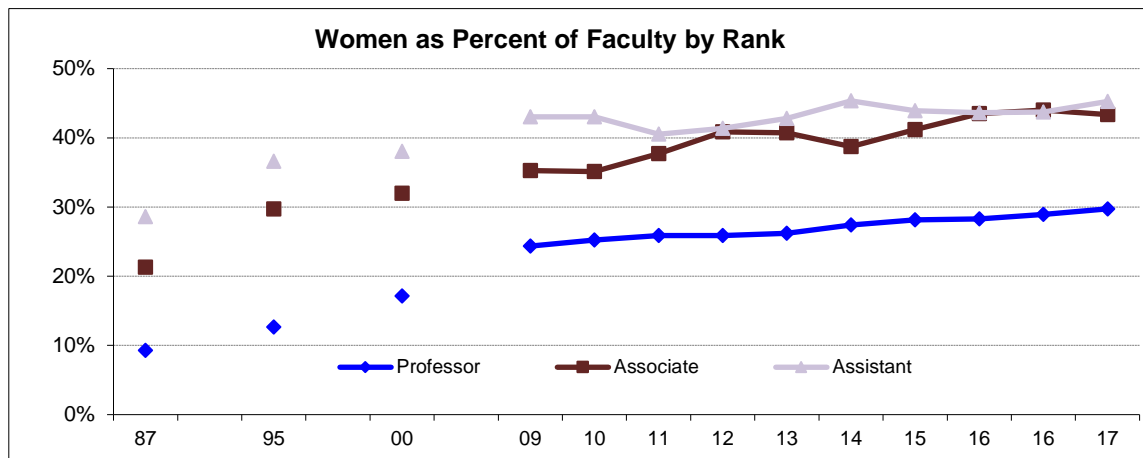
Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Individuals who choose not to report a racial/ethnic category are reported as Unknown. Individuals with a non-permanent Visa status, regardless of race or ethnic heritage, are reported as Nonresident Alien.

Prepared by: Office of Academic Planning and Institutional Research

## Faculty Headcount by Rank and Gender

		1987	1995	2000	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Professor</b>	Women	140	181	233	312	324	322	329	338	363	370	365	367	372
	Men	1,366	1,248	1,127	969	959	922	942	952	961	944	926	902	879
	Total	1,506	1,429	1,360	1,281	1,283	1,244	1,271	1,290	1,324	1,314	1,291	1,269	1,251
	% Women	9%	13%	17%	24%	25%	26%	26%	26%	27%	28%	28%	29%	30%
<b>Associate Professor</b>	Women	79	135	125	153	157	163	172	171	160	168	177	180	190
	Men	292	319	266	281	290	269	249	249	253	240	230	229	248
	Total	371	454	391	434	447	432	421	420	413	408	407	409	438
	% Women	21%	30%	32%	35%	35%	38%	41%	41%	39%	41%	43%	44%	43%
<b>Assistant Professor</b>	Women	137	146	161	198	192	186	199	205	219	212	199	199	204
	Men	342	253	262	262	254	273	282	274	264	271	257	256	247
	Total	479	342	342	342	342	342	342	342	342	342	342	342	451
	% Women	29%	37%	38%	43%	43%	41%	41%	43%	45%	44%	44%	44%	45%
<b>Instructor</b>	Women	2	0	0	0	1	0	0	0	0	0	0	0	0
	Men	2	0	0	0	0	0	0	0	0	0	0	0	0
	Total	4	0	0	0	1	0	0	0	0	0	0	0	0
	% Women	50%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Total Faculty</b>	Women	358	462	519	663	674	671	700	714	742	750	741	746	766
	Men	2,002	1,820	1,655	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413	1,387	1,374
	Total	2,360	2,282	2,174	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154	2,133	2,140
	Women as % of Total	15.2	20.2	23.9	30.5	31.0	31.4	32.2	32.6	33.4	34.0	34.4	35.0	35.8

SOURCE: October IADS and HRS data. NOTES: Madison Plan in 1988 and Strategic Hiring Initiative from 1997-2002 and 2003-present both had goals to increase women hires in underrepresented areas.



Prepared by: UW-Madison Office of Academic Planning and Institutional Research 08/02/19

## Faculty Headcount by Rank and Federal Racial/Ethnic Categories

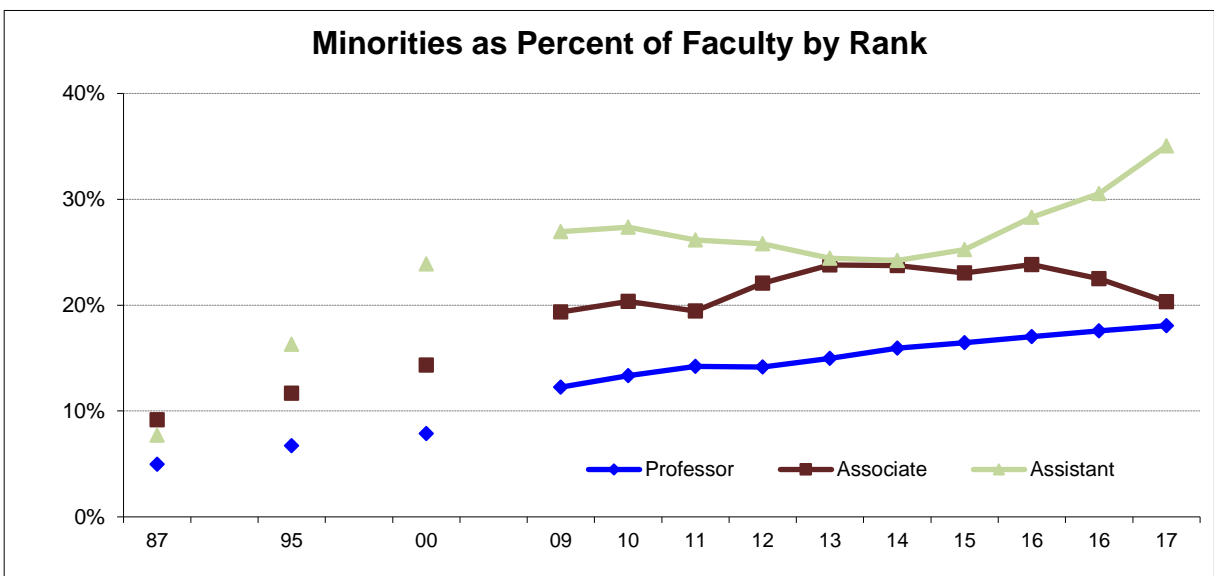
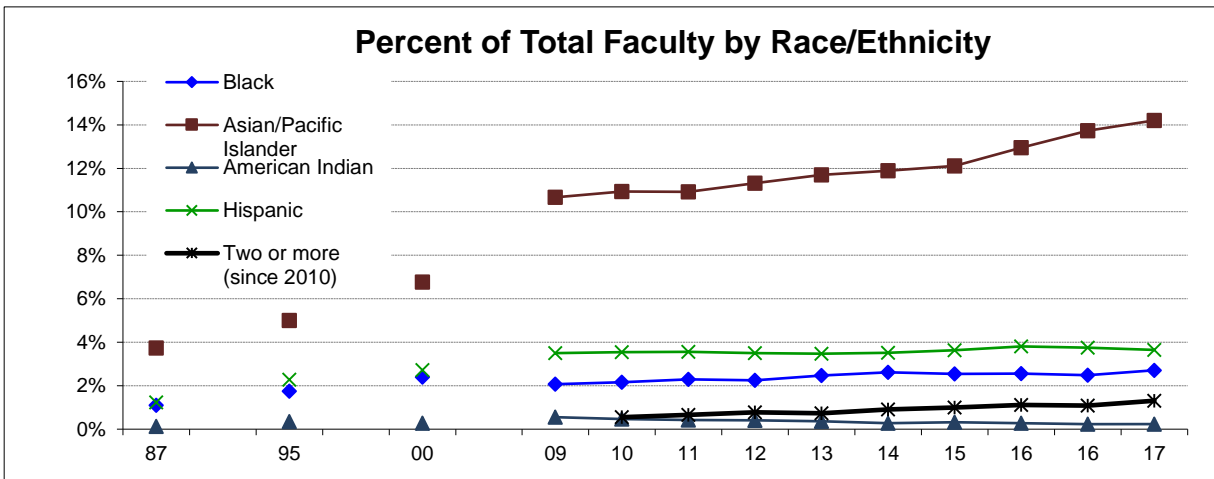
		1987	1995	2000	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Professor</b>	Black	17	20	18	22	20	21	20	22	23	25	25	24	22
	Asian/Pacific Islander	44	52	57	100	109	111	115	123	139	140	147	155	155
	American Indian	0	3	3	3	2	3	3	4	4	4	3	3	4
	Hispanic	14	21	29	32	34	36	36	38	38	39	37	33	36
	Two or more races					6	6	6	6	7	8	8	8	9
	Unknown				11	15	10	13	18	21	22	14	14	15
	White	1,431	1,333	1,253	1,113	1,097	1,057	1,078	1,079	1,092	1,076	1,057	1,032	1,010
	<b>Total</b>	1,506	1,429	1,360	1,281	1,283	1,244	1,271	1,290	1,324	1,314	1,291	1,269	1,251
	<i>Percent minority</i>	5.0	6.7	7.9	12.3	13.3	14.2	14.2	15.0	15.9	16.4	17.0	17.6	18.1
<b>Associate Professor</b>	Black	5	10	11	7	8	6	8	10	9	8	9	8	9
	Asian/Pacific Islander	20	25	31	57	58	51	58	66	60	57	57	54	50
	American Indian	3	2	1	5	5	5	6	4	2	2	2	1	0
	Hispanic	6	16	13	15	18	19	17	18	24	24	25	23	22
	Two or more races					2	3	4	2	3	3	4	6	8
	Unknown				10	13	14	16	20	18	16	6	10	15
	White	337	401	335	340	343	334	312	300	297	298	304	307	334
	<b>Total</b>	371	454	391	434	447	432	421	420	413	408	407	409	438
	<i>Percent minority</i>	9.2	11.7	14.3	19.4	20.4	19.4	22.1	23.8	23.7	23.0	23.8	22.5	20.3
<b>Assistant Professor</b>	Black	4	10	23	16	19	22	21	22	26	23	21	21	27
	Asian/Pacific Islander	24	37	59	75	71	71	73	67	65	70	75	84	99
	American Indian	0	3	2	4	3	1	0	0	0	1	1	1	1
	Hispanic	9	15	17	29	25	21	23	20	16	17	20	24	20
	Two or more races					4	5	7	8	10	11	12	9	11
	Unknown				18	24	39	45	51	55	59	41	47	43
	White	442	334	322	318	300	300	312	311	311	302	286	269	250
	<b>Total</b>	479	399	423	460	446	459	481	479	483	483	456	455	451
	<i>Percent minority</i>	7.7	16.3	23.9	27.0	27.4	26.1	25.8	24.4	24.2	25.3	28.3	30.5	35.0
<b>Instructor</b>	Black	0	0	0	0	0	0	0	0	0	0	0	0	0
	Asian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
	American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or more races					0	0	0	0	0	0	0	0	0
	Unknown					1	0	0	0	0	0	0	0	0
	White	4	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	4	0	0	0	1	0	0	0	0	0	0	0	0
<b>Total Faculty</b>	Black	26	40	52	45	47	49	49	54	58	56	55	53	58
	Asian/Pacific Islander	88	114	147	232	238	233	246	256	264	267	279	293	304
	American Indian	3	8	6	12	10	9	9	8	6	7	6	5	5
	Hispanic	29	52	59	76	77	76	76	76	78	80	82	80	78
	Two or more races					12	14	17	16	20	22	24	23	28
	Unknown				39	53	63	74	89	94	97	61	71	73
	White	2,214	2,068	1,910	1,771	1,740	1,691	1,702	1,690	1,700	1,676	1,647	1,608	1,594
	<b>Total</b>	2,360	2,282	2,174	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154	2,133	2,140
	<i>Minority as % of Total Faculty</i>	6.2	9.4	12.1	16.8	17.6	17.8	18.3	18.7	19.2	19.6	20.7	21.3	22.1

SOURCE: October IADS and HRS data. NOTES: Madison Plan operated from 1988-1993; Strategic Hiring Initiative ran from 1997-2002 and 2003-present; the Faculty Diversity Initiative was established in 2011-12. These programs had goals to increase minority recruitment and retention. In 2008 and prior years, "White" includes people who chose not to report their race/ethnicity. Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black/African American, Asian (including Native Hawaiian or Pacific Islander), American Indian or Alaska Native, Hispanic, or White.

Prepared by: Office of Academic Planning and Institutional Research

8/2/2019

## Faculty Headcount by Rank and Race/Ethnicity (continued)



8/2/2019

**Table 7**

**Faculty Tenure Promotions by Gender**

Entering Cohort	Women					Men				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Still Probationary	Promoted	Still Probationary		Promoted	Still Probationary	Promoted	Still Probationary
2003-04	38	29	58	74	0	37	49	32	76	0
2004-05	29	48	34	72	0	52	62	15	73	0
2005-06	37	49	32	70	3	50	52	34	76	2
2006-07	35	49	40	83	0	48	60	35	81	2
2007-08	37	43	43	78	0	54	56	33	78	0
2008-09	18	33	44	61	6	51	59	25	82	0
2009-10	37	30	43	62	3	37	30	41	59	3
2010-11	32	47	34			48	54	31		
2011-12	37	38	46			57	46	42		
2012-13	49	51	33			55	55	33		
Average		42	41	72	1		53	32	76	1

Source: UW-Madison Tenure file and IADS. Notes: Includes only individuals hired as probationary faculty in 2012-13 or earlier. Two faculty hired between 2003-04 and 2009-10 were promoted after 9 years (not shown).

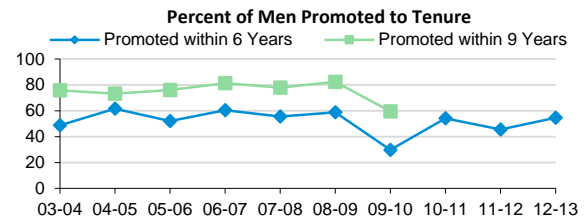
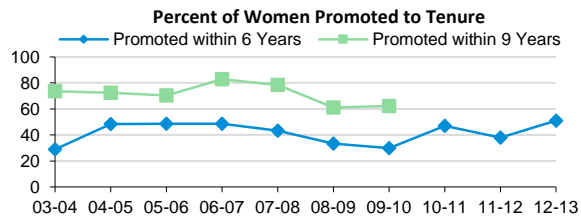
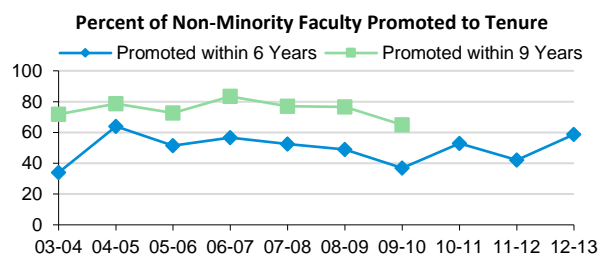
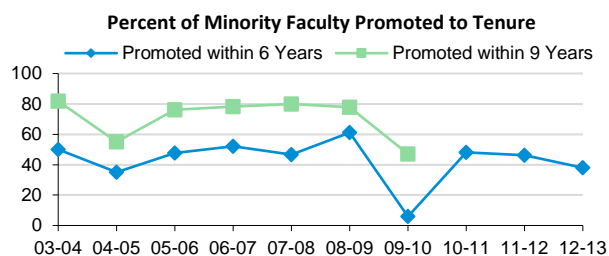


Table 8

## Faculty Tenure Promotions by Minority Status

Entering Cohort	Total Hired	Minority				Non-Minority				
		Percent After 6 Years:		Percent After 9 Years:		Percent After 6 Years:		Percent After 9 Years:		Still
		Promoted	Still Probationary	Promoted	Still Probationary	Promoted	Still Probationary	Promoted	Still Probationary	
2003-04	22	50	41	82	0	53	34	47	72	0
2004-05	20	35	30	55	0	61	64	20	79	0
2005-06	21	48	33	76	0	66	52	33	73	3
2006-07	23	52	43	78	0	60	57	35	83	2
2007-08	30	47	47	80	0	61	52	33	77	0
2008-09	18	61	28	78	0	51	49	31	76	2
2009-10	17	6	65	47	0	57	37	35	65	4
2010-11	27	48	33			53	53	32		
2011-12	13	46	46			81	42	43		
2012-13	29	38	31			75	59	33		
Average		44	39	72	0	50	34	75		1

Source: UW-Madison Tenure file and IADS. Notes: Includes only individuals hired as probationary faculty in 2012-13 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, Pacific Islander, or two or more races. Two faculty hired between 2003-04 and 2009-10 were promoted after 9 years (not shown).



Prepared by: Office of Academic Planning and Institutional Research

5/7/2019

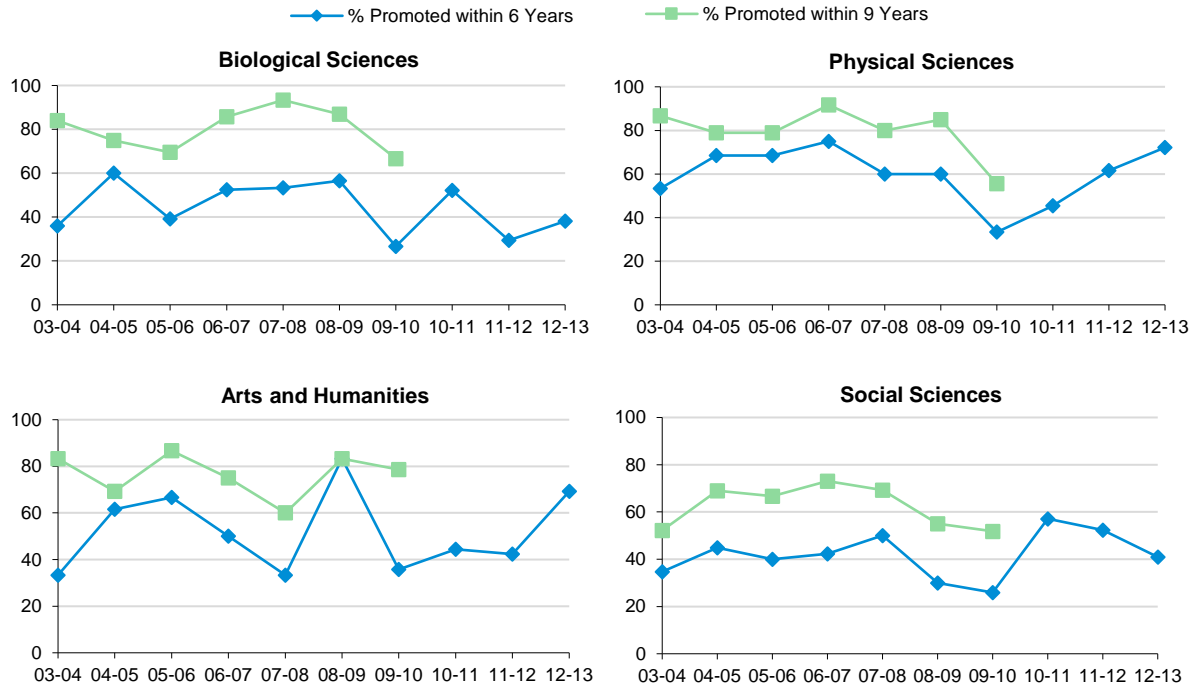


Table 9

### Faculty Tenure Promotions by Divisional Committee Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social Sciences		
	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years
2003-04	25	36	84	15	53	87	12	33	83	23	35	52
2004-05	20	60	75	19	68	79	13	62	69	29	45	69
2005-06	23	39	70	19	68	79	15	67	87	30	40	67
2006-07	21	52	86	24	75	92	12	50	75	26	42	73
2007-08	30	53	93	20	60	80	15	33	60	26	50	69
2008-09	23	57	87	20	60	85	6	83	83	20	30	55
2009-10	15	27	67	18	33	56	14	36	79	27	26	52
2010-11	23	52		11	45		18	44		28	57	
2011-12	34	29		13	62		26	42		21	52	
2012-13	21	38		18	72		26	69		39	41	
Average	24	44	82	18	61	80	16	51	76	27	42	63

Source: UW-Madison Tenure file and IADS. Notes: Includes only individuals hired as probationary faculty in 2012-13 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Two faculty hired between 2003-04 and 2009-10 were promoted after 9 years (not shown).



Prepared by: Office of Academic Planning and Institutional Research

5/7/2019

## Category B Academic Staff: Median Salaries by Gender and Title, October 2018

Job Title	Women			Men			Women	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	% Diff in Median Salary
DIS PROFESSOR (CHS)	1			0			100%	
PROFESSOR (CHS)	42	87,958	16.5	125	88,740	17.0	25%	-1%
ASSOC PROFESSOR (CHS)	98	67,211	10.0	123	62,681	10.0	44%	7%
ASST PROFESSOR (CHS)	159	51,000	2.0	152	51,000	2.0	51%	0%
INSTRUCTOR (CHS)	2	64,885	0.0	5	50,000	0.0	29%	
VISITING PROFESSOR	3	97,778	0.0	8	86,092	0.0	27%	
VISITING ASSOC PROF	5	63,000	0.0	11	67,510	0.0	31%	-7%
VISITING ASST PROF	10	82,500	0.5	30	67,222	0.0	25%	23%
VISITING INSTRUCTOR	1						100%	
ADJUNCT PROFESSOR	1			8	77,537	0.0	11%	
ADJUNCT ASSOC PROF	2	77,428	2.5	2	80,025	0.0	50%	
ADJUNCT ASST PROF	3	73,333	0.0	19	63,556	1.0	14%	
ADJUNCT INSTRUCTOR	1			3	66,000	0.0	25%	
DIS CLINICAL PROF	4	117,125	19.5	1			80%	
CLINICAL PROFESSOR	48	91,807	18.0	56	74,400	16.0	46%	23%
CLINICAL ASSOC PROF	99	66,300	7.0	82	61,663	10.0	55%	8%
CLINICAL ASST PROF	210	49,035	3.0	182	49,034	3.0	54%	0%
CLINICAL INSTRUCTOR	127	65,000	2.0	90	61,200	0.0	59%	6%
DIS LECTURER	2	84,535	18.5	1			67%	
SENIOR LECTURER	40	66,328	4.0	57	92,886	10.0	41%	-29%
LECTURER	78	58,631	0.5	72	66,661	1.0	36%	-12%
ASSOC LECTURER	71	43,891	0.0	39	43,891	0.0	65%	0%
FACULTY ASSISTANT	23	41,824	0.0	12	41,824	0.0	66%	0%
DIS FACULTY ASSOCIATE	7	91,710	26.0	8	96,175	21.5	47%	-5%
FACULTY ASSOCIATE	104	84,577	8.0	87	88,137	11.0	54%	-4%
ASSOC FACULTY ASSOC	56	70,500	3.0	59	72,420	4.0	49%	-3%
ASST FACULTY ASSOC	44	54,455	1.0	24	62,022	1.0	65%	-12%
DIS INSTRMT INNOV/INS	0			1				
INSTRMT INNOV/INSTR	0			2	84,046	13.5	0%	
ASSOC INSTRMT INN/INS	0			1			0%	

## Category B Academic Staff: Median Salaries by Gender and Title, continued

Job Title	Women			Men			Women	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	% Diff in Median Salary
DIS RESEARCHER	7	89,237	28.0	1			88%	
RESEARCHER	97	80,000	7.0	112	80,341	12.0	46%	0%
ASSOC RESEARCHER	113	64,515	4.0	76	69,295	3.0	60%	-7%
ASST RESEARCHER	97	56,100	2.0	66	56,100	1.0	60%	0%
DIS SCIENTIST	7	114,771	20.0	19	119,986	21.0	27%	-4%
SENIOR SCIENTIST	65	85,612	10.0	119	97,038	12.0	35%	-12%
ASSOCIATE SCIENTIST	82	70,111	6.0	106	76,387	6.0	44%	-8%
ASSISTANT SCIENTIST	97	61,500	1.0	167	60,000	1.0	37%	2%
ASST VISIT SCIENTIST	4	45,766	0.0	6	44,923	0.5	40%	
DIS INSTRMT INN/RES	0			3	132,557	28.0	0%	
INSTRMT INNOV/RES	2	87,789	3.5	28	102,636	13.5	7%	
ASSOC INSTRMT INN/RES	3	86,125	7.0	20	93,683	13.5	13%	
ASST INSTRMT INN/RES	3	71,400	2.0	8	81,192	2.0	27%	
RESEARCH ANIMAL VET	4	140,967	19.0	4	156,001	13.0	50%	
ASSOC RES ANIMAL VET	6	130,390	9.0	3	114,240	4.0	67%	
ASST RES ANIMAL VET	4	110,539	0.5	2	109,140	0.5	67%	

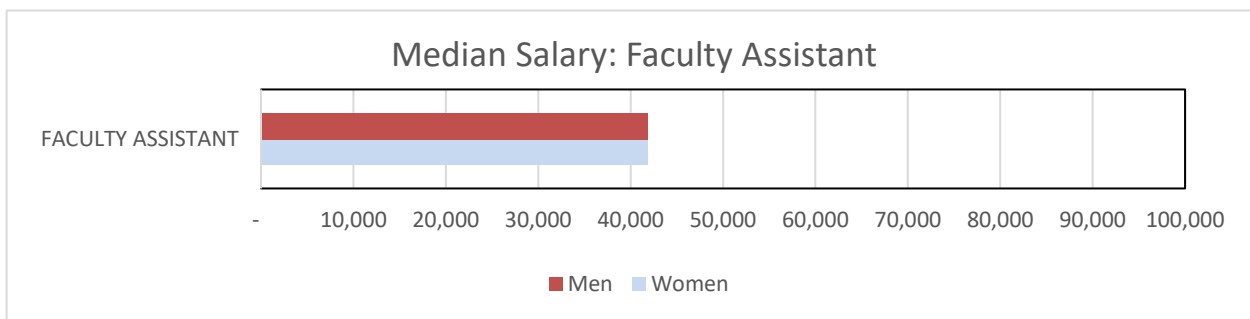
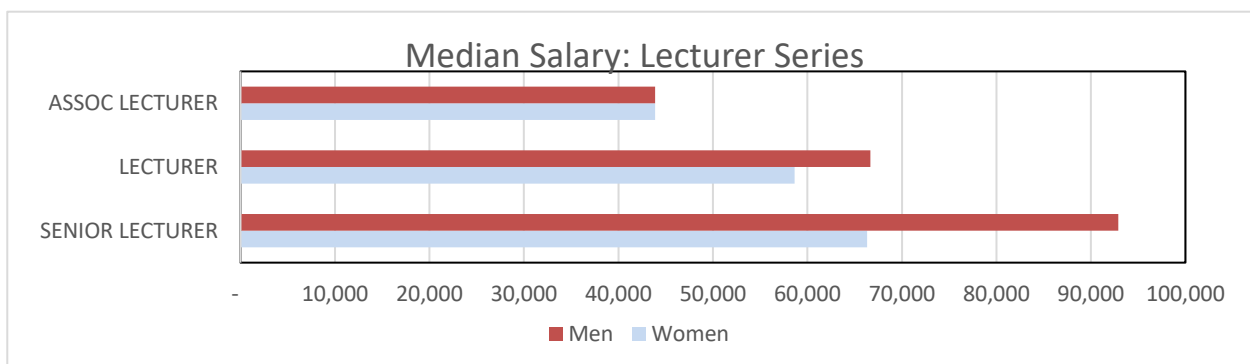
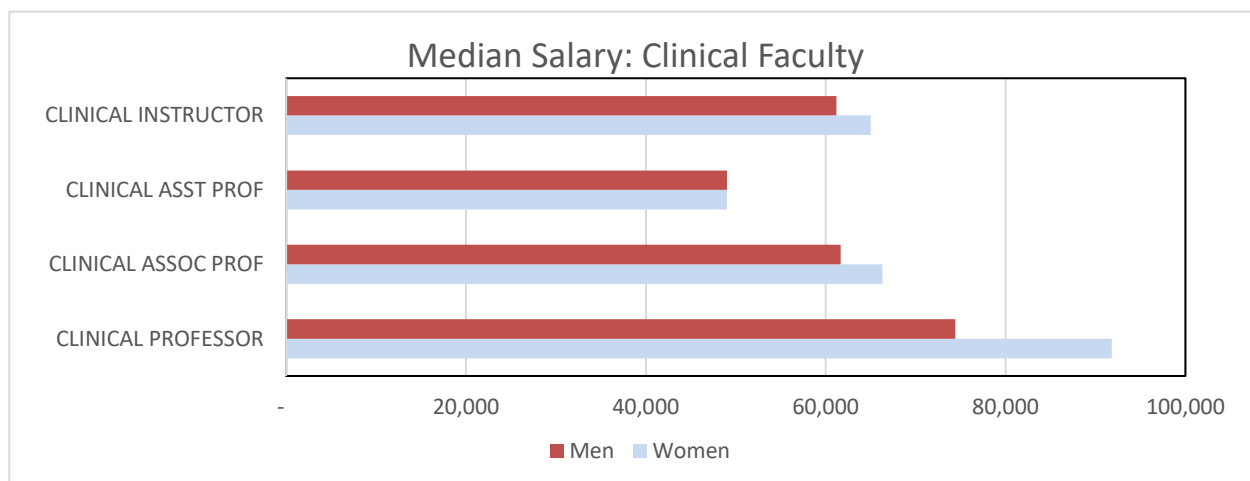
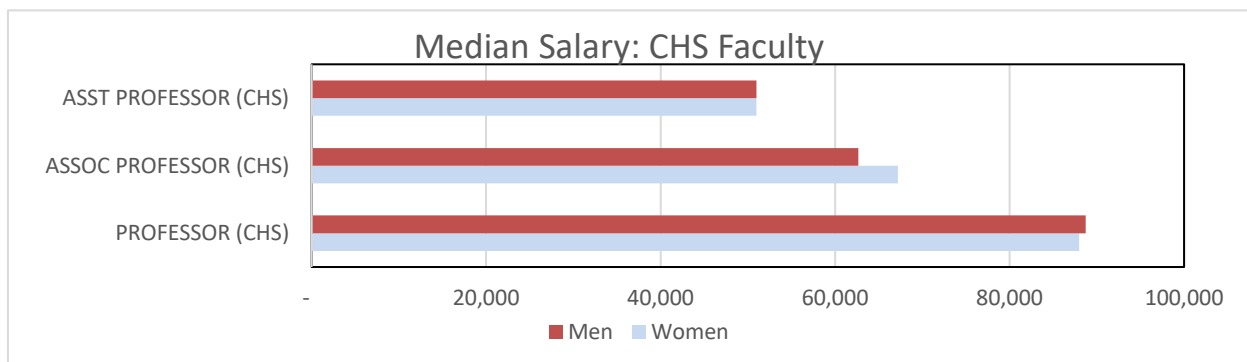
Source: HRS EPM OCTJOB\_VW

Notes: The data represents a non-duplicating headcount of paid positions at UW-Madison in October 2018. Percent difference in salary shows the women minus men median salary divided by median salary for men, for titles with at least five men and five women.

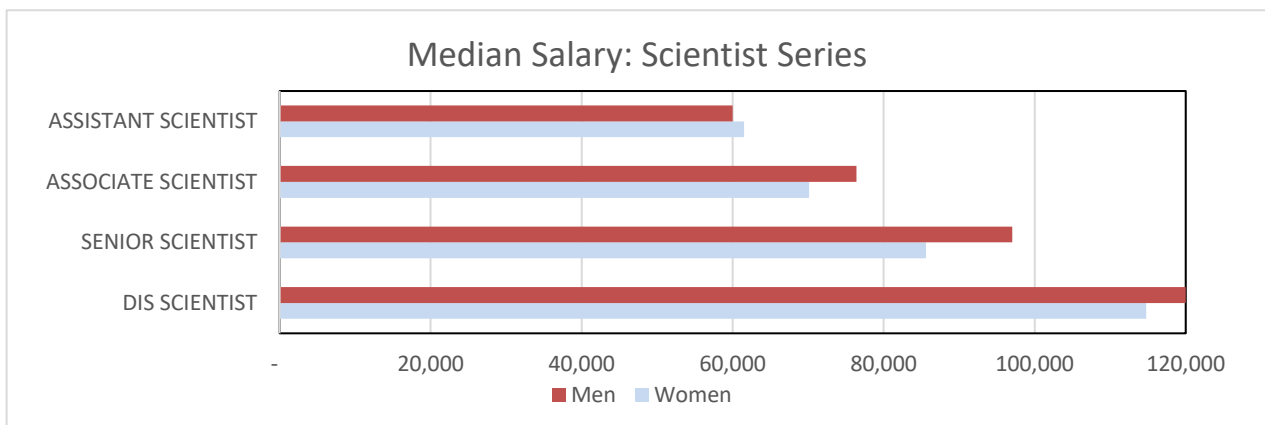
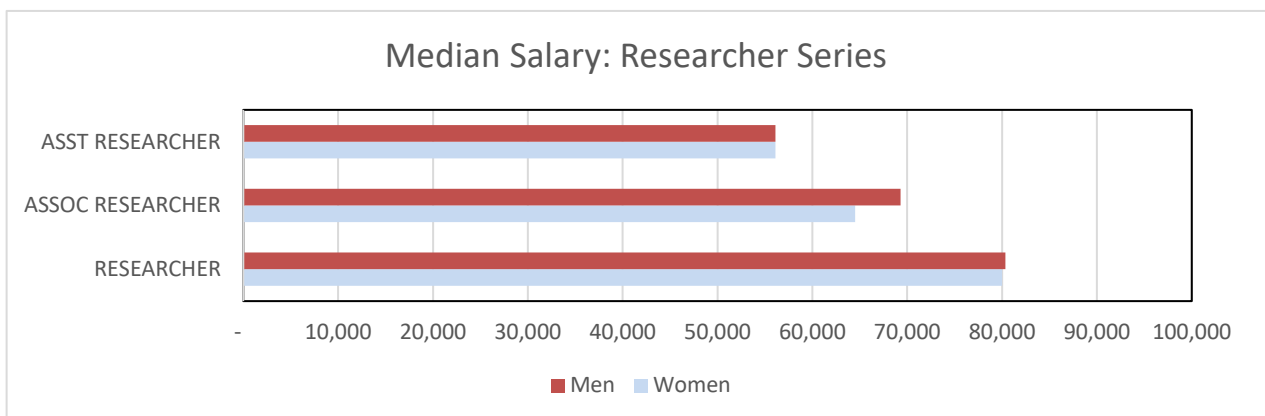
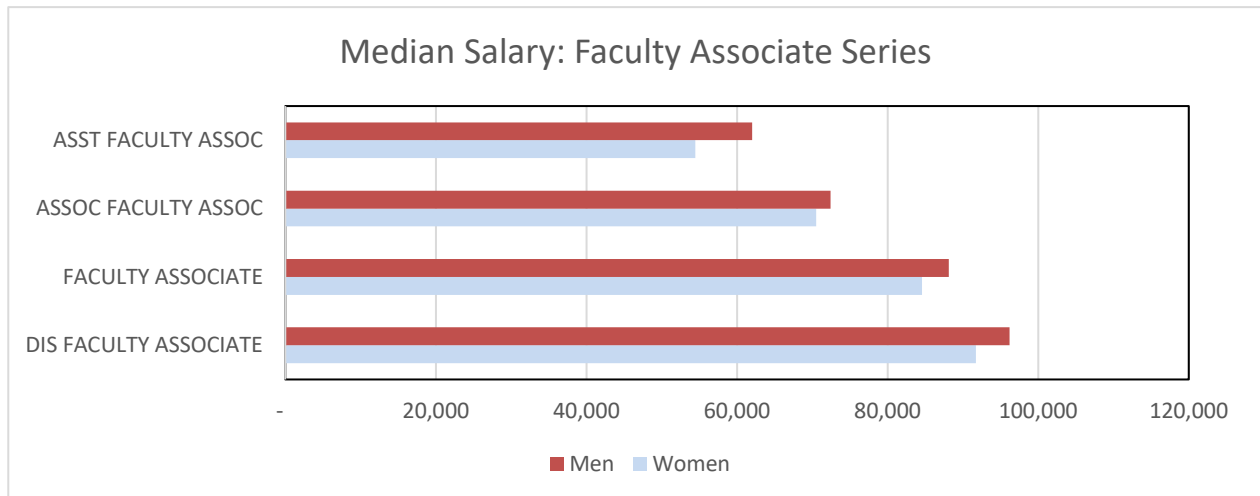
Prepared by: Office of Academic Planning and Institutional Research

08/02/19

## Category B Academic Staff: Median Salaries by Gender and Title, October 2018



## Category B Academic Staff: Median Salaries by Gender and Title, October 2018



**Category B Academic Staff:**  
**Median Salaries by Minority Status and Title, October 2018**

Job Title	Minority			Non-Minority			Minorities as % of Total Positions	% Diff in Median Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
DIS PROFESSOR (CHS)	0			1			0%	
PROFESSOR (CHS)	21	83,452	13.0	146	91,759	18.0	13%	-9%
ASSOC PROFESSOR (CHS)	29	62,281	9.0	192	64,481	10.0	13%	-3%
ASST PROFESSOR (CHS)	61	51,000	3.0	250	51,000	2.0	20%	0%
INSTRUCTOR (CHS)	1			6	50,625	0.0	14%	
VISITING PROFESSOR	2	97,778	0.0	9	74,407	0.0	18%	
VISITING ASSOC PROF	6	104,833	0.0	10	64,865	0.0	38%	62%
VISITING ASST PROF	15	67,222	0.0	25	67,222	0.0	38%	0%
VISITING INSTRUCTOR	0			1				
ADJUNCT PROFESSOR	0			9	80,667	0.0	0%	
ADJUNCT ASSOC PROF	0			4	77,428	0.0	0%	
ADJUNCT ASST PROF	4	90,527	2.5	18	68,444	1.0	18%	
ADJUNCT INSTRUCTOR	0			4	57,178	0.0	0%	
DIS CLINICAL PROF	0			5	115,920	21.0	0%	
CLINICAL PROFESSOR	10	75,144	13.0	94	75,082	18.0	10%	0%
CLINICAL ASSOC PROF	26	61,663	6.5	155	62,281	8.0	14%	-1%
CLINICAL ASST PROF	57	49,034	2.0	335	49,034	3.0	15%	0%
CLINICAL INSTRUCTOR	33	50,000	0.0	184	63,679	1.0	15%	-21%
DIS LECTURER	1			2	95,509	24.0	33%	
SENIOR LECTURER	17	66,656	5.0	80	81,033	9.0	18%	-18%
LECTURER	23	60,787	1.0	127	61,095	1.0	15%	-1%
ASSOC LECTURER	14	42,499	0.0	96	43,891	0.0	13%	-3%
FACULTY ASSISTANT	5	41,824	0.0	30	41,824	0.0	14%	0%
DIS FACULTY ASSOCIATE	1			14	96,175	24.0	7%	
FACULTY ASSOCIATE	14	83,105	12.0	178	85,252	9.0	7%	-3%
ASSOC FACULTY ASSOC	12	69,500	1.5	103	72,000	3.0	10%	-3%
ASST FACULTY ASSOC	11	56,100	2.0	57	58,921	1.0	16%	-5%
DIS INSTRMT INNOV/INS	1			0				
INSTRMT INNOV/INS	0			2	84,046	13.5	0%	
ASSOC INSTRMT INN/INS	0			1			0%	

**Category B Academic Staff:**  
**Median Salaries by Minority Status and Title, continued**

Job Title	Minority			Non-Minority			Minorities as % of Total Positions	% Diff in Median Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
DIS RESEARCHER	0			8	89,948	26.0	0%	
RESEARCHER	31	77,467	6.0	178	81,836	10.5	15%	-5%
ASSOC RESEARCHER	45	70,833	2.0	144	66,364	4.0	24%	7%
ASST RESEARCHER	42	55,187	1.0	121	56,100	2.0	26%	-2%
DIS SCIENTIST	5	115,939	21.0	21	116,892	21.0	19%	-1%
SENIOR SCIENTIST	34	79,917	10.0	150	96,991	11.0	18%	-18%
ASSOCIATE SCIENTIST	47	68,674	5.0	141	75,748	6.0	25%	-9%
ASSISTANT SCIENTIST	106	58,154	1.0	158	63,926	1.0	40%	-9%
ASST VISIT SCIENTIST	6	42,841	0.5	4	53,083	0.0	60%	
DIS INSTRMT INN/RES	0			3	132,557	28.0	0%	
INSTRMT INNOV/RES	2	108,658	12.0	28	101,706	12.0	7%	
ASSOC INSTRMT INN/RES	0			23	90,807	13.0	0%	
ASST INSTRMT INN/RES	0			11	76,384	2.0	0%	
RESEARCH ANIMAL VET	0			8	141,454	14.0	0%	
ASSOC RES ANIMAL VET	2	129,589	7.5	7	116,629	7.0	22%	
ASST RES ANIMAL VET	1			5	111,078	0.0	17%	

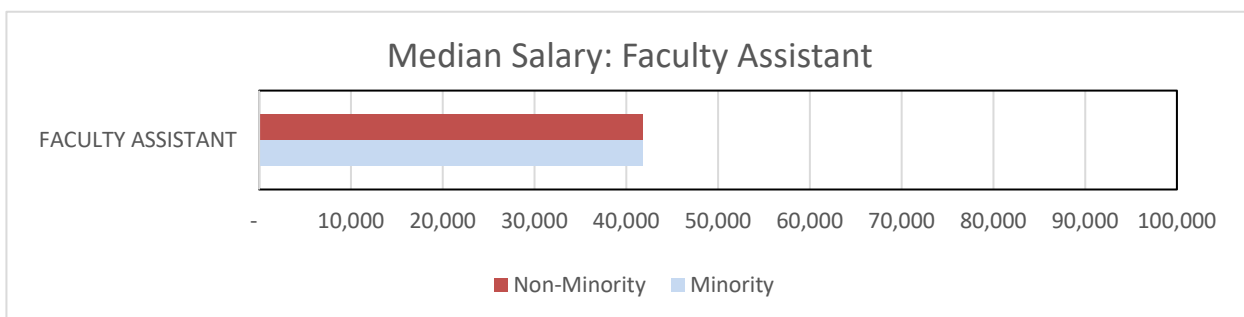
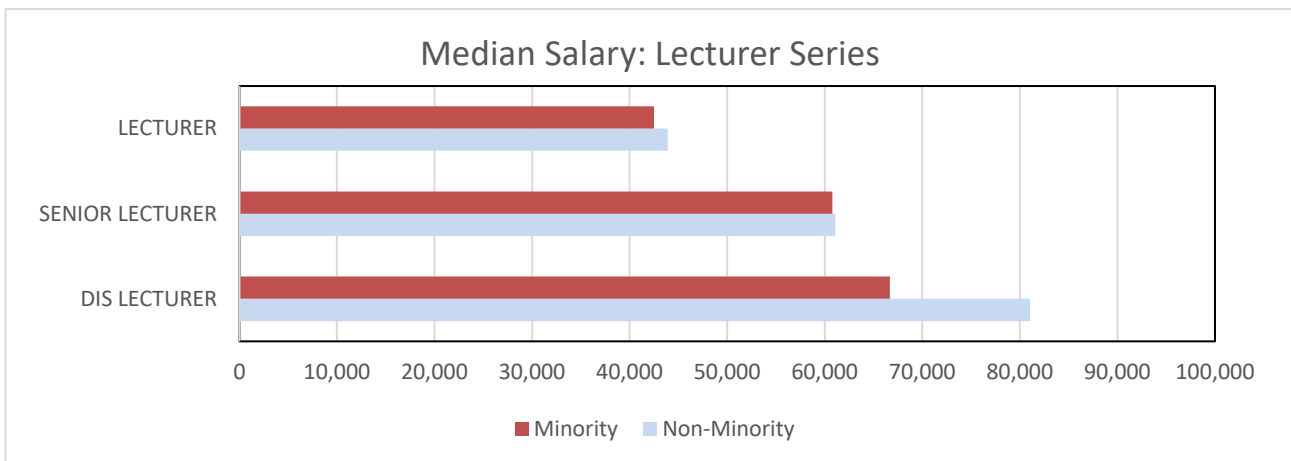
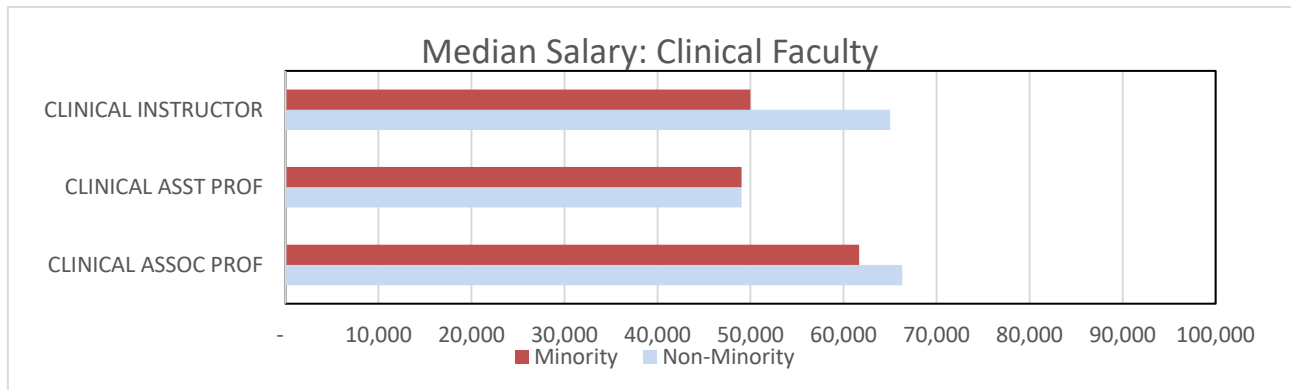
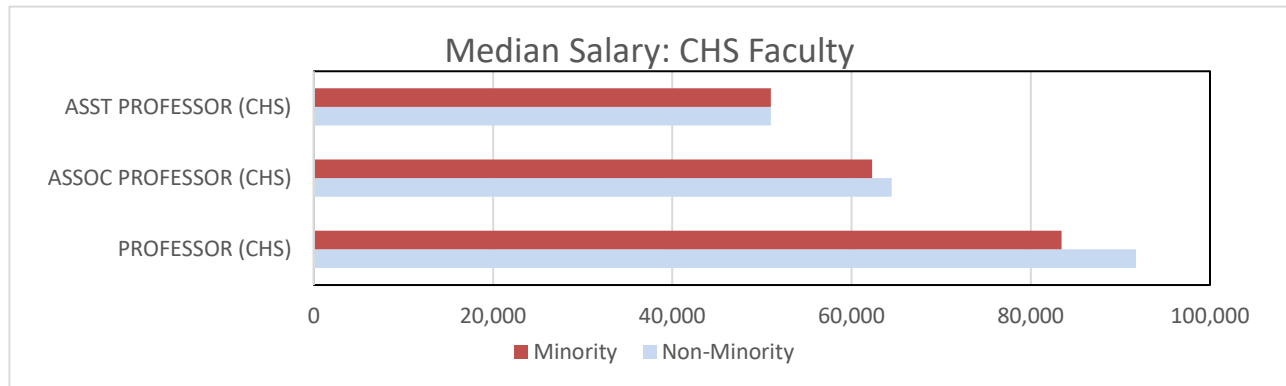
Source: HRS EPM OCTJOB\_VW

08/02/19

Notes: The data represents a non-duplicating headcount of paid positions at UW-Madison in October 2018. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the minority minus non-minority median salary divided by non-minority median salary, for titles with at least five minority and five non-minority incumbents.

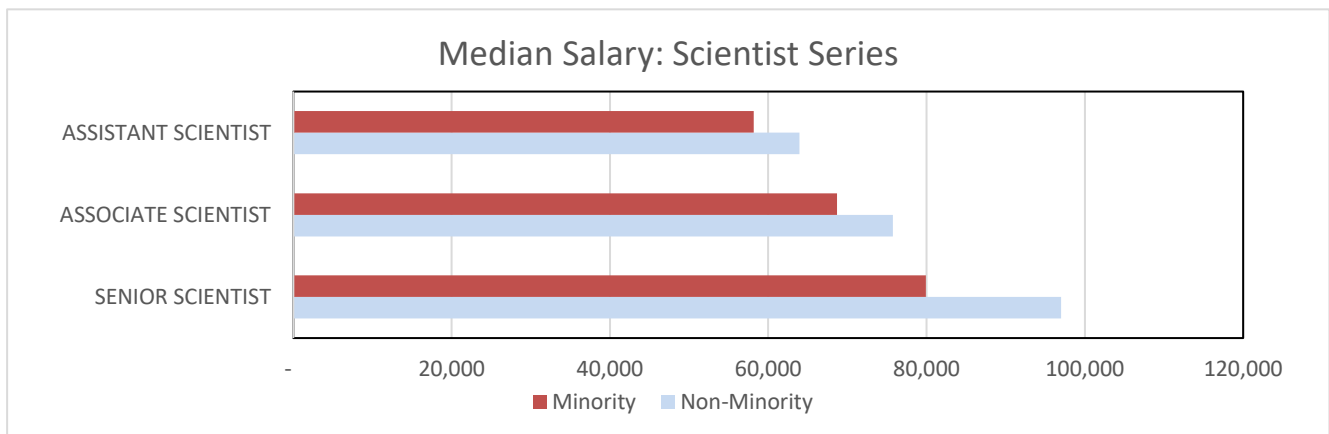
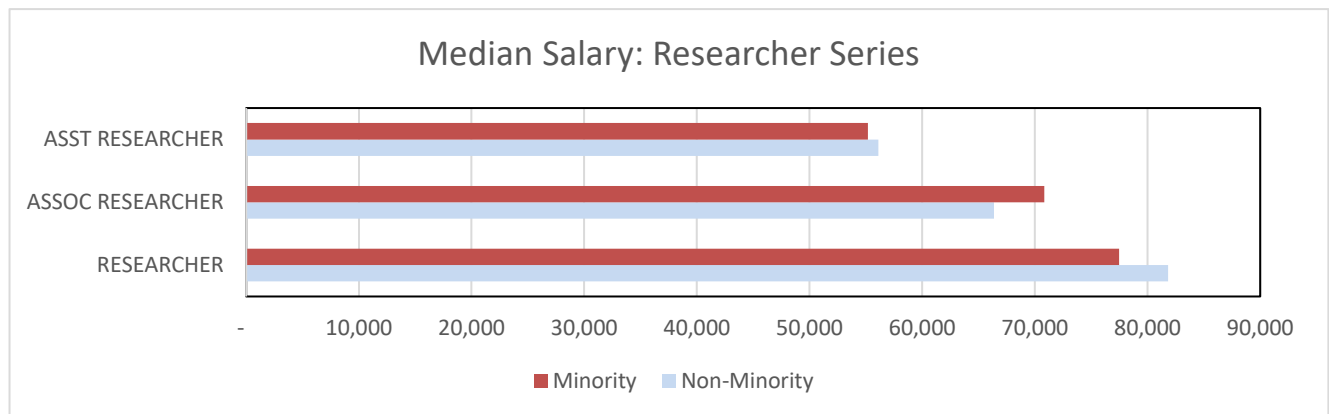
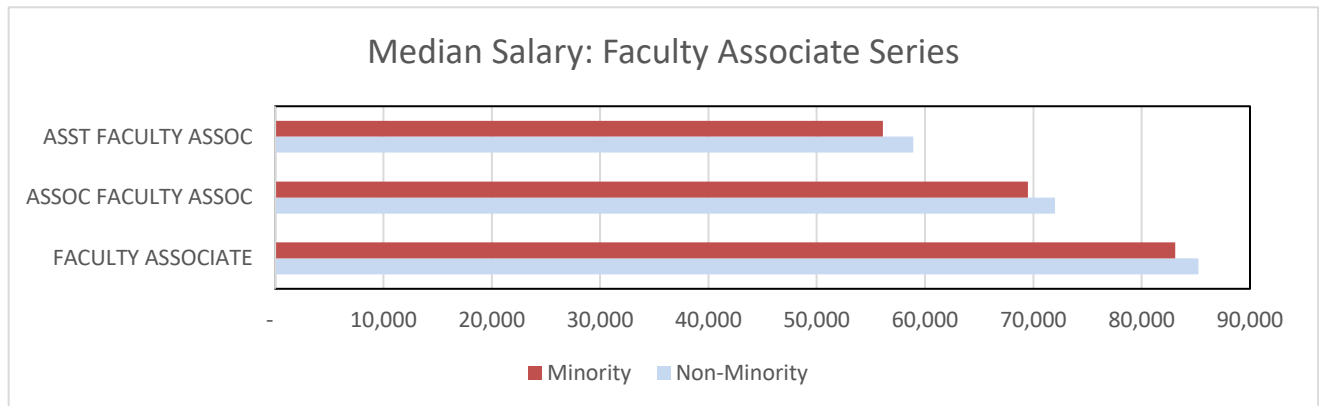
Prepared by: Office of Academic Planning and Institutional Research

## Category B Academic Staff: Median Salaries by Minority Status and Title, October 2018





## Category B Academic Staff: Median Salaries by Minority Status and Title, October 2018



**Category A Academic Staff:  
Median Salaries by Salary Grade and Gender, October 2018**

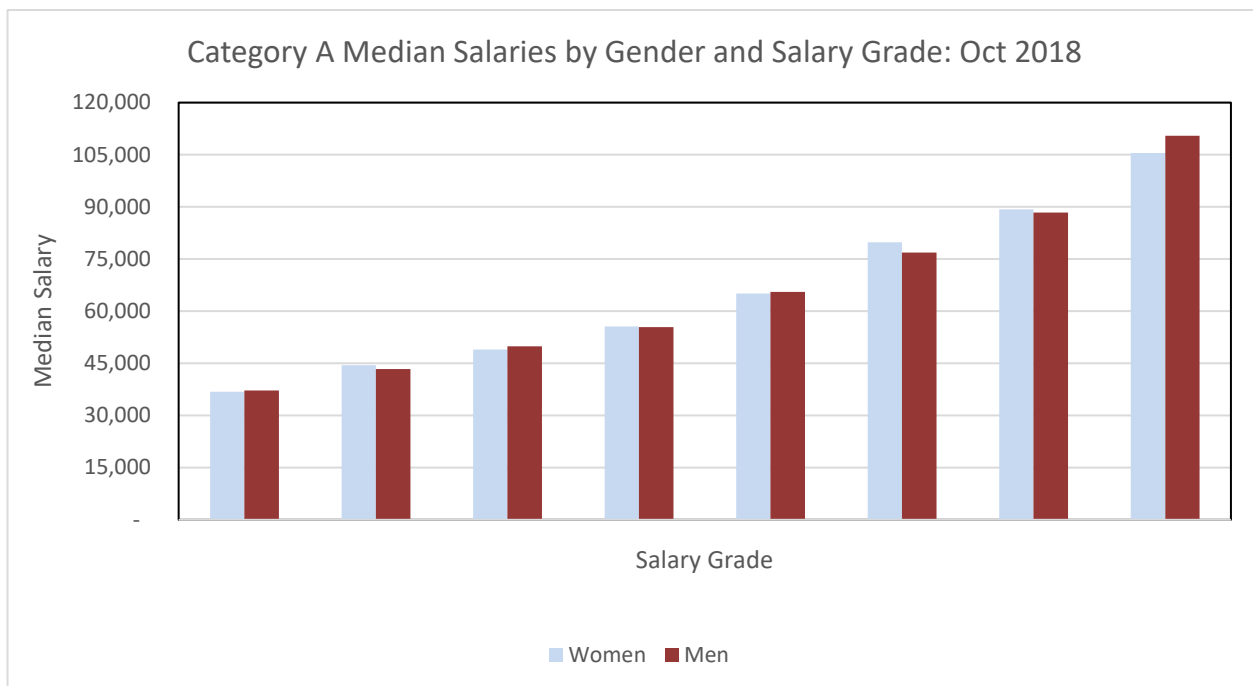
Salary Grade	Women			Men			Women as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
1	264	36,860	0.0	107	37,216	0.0	71%	-1%
2	246	44,443	2.0	119	43,383	1.0	67%	2%
3	488	48,960	2.0	197	49,942	2.0	71%	-2%
4	693	55,626	1.0	308	55,446	2.0	69%	0%
5	817	65,114	2.0	286	65,595	2.0	74%	-1%
6	440	79,860	4.0	171	76,843	4.0	72%	4%
7	48	89,332	3.5	44	88,356	2.0	52%	1%
8	12	105,462	3.5	5	110,449	1.0	71%	-5%
9	2	99,384	21.5	1			67%	

Source: HRS EPM OCTJOB\_VW

Notes: The data represents a non-duplicating headcount of paid positions at UW-Madison in October 2018. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the female median salary minus the male median salary divided by the median salary for men; a negative number indicates women are paid less than men. Salary differences are not calculated where there are fewer than 5 members in a group. Individuals and job titles with extraordinary ranges are excluded.

Prepared by: Office of Academic Planning and Institutional Research

08/02/19



## Category A Academic Staff: Median Salaries by Salary Grade and Minority Status, October 2018

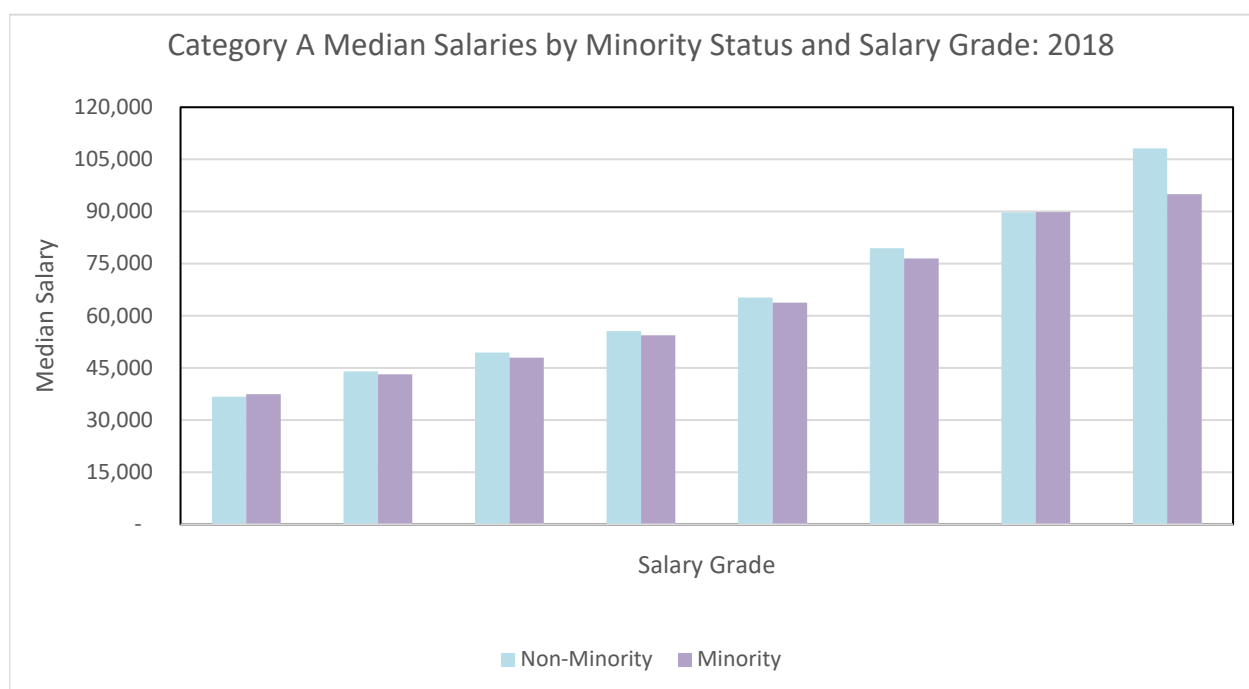
Salary Grade	Minority			Non-Minority			Minorities	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	Percent Difference in Salary
1	77	37,455	0.0	294	36,720	0.0	21%	2%
2	66	43,215	1.0	299	44,000	2.0	18%	-2%
3	109	48,000	1.0	576	49,458	2.0	16%	-3%
4	124	54,405	1.0	877	55,592	1.0	12%	-2%
5	121	63,768	2.0	982	65,281	2.0	11%	-2%
6	46	76,500	1.0	565	79,409	4.0	8%	-4%
7	7	89,884	0.0	85	89,760	3.0	8%	0%
8	3	95,000	0.0	14	108,171	3.5	18%	
9	0			3	100,207	15.0	0%	

Source: HRS EPM OCTJOB\_VW

Notes: The data represents a non-duplicating headcount of paid positions at UW-Madison in October 2018. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the minority minus non-minority median salary divided by non-minority median salary; a negative number indicates minorities are paid less than non-minorities. Salary differences are not calculated where there are fewer than 5 members in a group. Individuals and job titles with extraordinary ranges are excluded.

Prepared by: Office of Academic Planning and Institutional Research

08/02/19



**Category A Information Technology Staff in Extraordinary Ranges:  
Median Salaries by Prefix Level, Gender and Minority Status, October 2018**

Prefix Level	Women			Men			Women as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
Associate	41	57,000	1.0	94	58,610	1.0	30%	-3%
No Prefix	93	68,850	2.0	215	71,400	2.0	30%	-4%
Senior	78	81,909	6.0	296	87,245	8.0	21%	-6%
Distinguished	1		35.0	3	102,661	25.0	25%	

Prefix Level	Minority			Non-Minority			Minority as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
Associate	25	58,762	0.0	110	58,285	1.0	19%	1%
No Prefix	42	66,300	1.5	266	70,885	2.0	14%	-6%
Senior	39	92,105	3.0	335	84,665	8.0	10%	9%
Distinguished	0	-	0.0	4	102,068	26.5	0%	

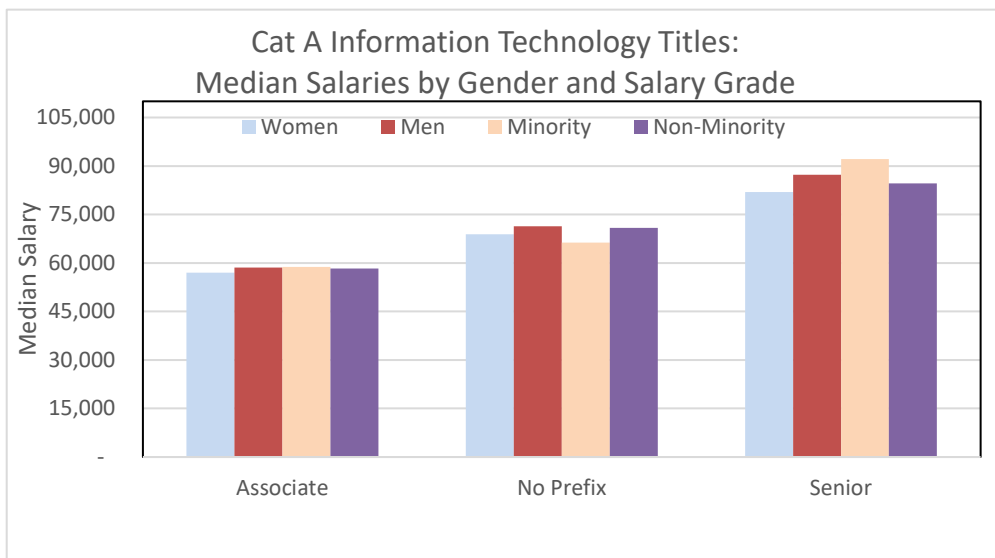
Source: HRS EPM OCTJOB\_VW

Notes: The data represents a non-duplicating headcount of paid positions at UW-Madison in October 2018.

Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the female minus male median salary divided by male median salary. Salary differences are not calculated where there are fewer than 5 members in a group. Information Technology (IT) positions assigned to an extraordinary pay range due to market pressures above include: systems programmer, information manager, information processing consultant, programmer analyst, data base administrator, IS specialist, network specialist, information technology - architect, and information technology - strategic consultant.

Prepared by: Office of Academic Planning and Institutional Research

08/02/19



**Category A Instrumentation Technologists and Instrumentation Specialists  
in Extraordinary Ranges: Median Salaries by Prefix Level, Gender, Minority Status, 2018**

Title Series and Prefix Level	Women			Men			Women as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
Instrumentation Specialists								
Associate	2	44,625	2.0	4	46,920	1.0	33%	
No Prefix	3	46,928	2.0	6	55,236	5.5	33%	
Senior	3	61,822	16.0	20	63,631	19.0	13%	
Distinguished	0			1		27.0		
Instrumentation Technologists								
Associate	4	55,550	0.5	5	61,000	1.0	44%	
No Prefix	7	67,324	3.0	22	72,783	5.0	24%	-7%
Senior	8	76,288	9.0	27	81,333	13.0	23%	-6%

Prefix Level	Minority			Non-Minority			Minority	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	
Instrumentation Specialists								
Associate	1		1.0	5	46,920	1.0	17%	
No Prefix	1		0.0	8	53,904	5.5	11%	
Senior	0			22	62,700	18.0	0%	
Distinguished	0			1		27.0		
Instrumentation Technologists								
Associate	0			9	56,100	1.0	0%	
No Prefix	5	76,400	5.0	24	70,700	5.0	17%	8%
Senior	3	78,464	16.0	32	80,095	11.5	9%	

Source: HRS EPM OCTJOB\_VW

Notes: The data represents a count of paid positions at UW-Madison in October 2018. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the women minus men median salary divided by median salary for men. Salary differences are not calculated where there are fewer than 5 members in a group. The titles in this table are positions assigned to an extraordinary pay range due to market pressures.  
Prepared by: Office of Academic Planning and Institutional Research 08/02/19

**Headcount of Category A Staff Positions by Extraordinary Range Status,  
Gender and Minority Status, October 2018**

	Women	Men	% Women	Minority	Non-Minority	% Non-Minority
Standard Pay Ranges	3010	1238	71%	553	3695	13%
Extraordinary Range Positions:						
IT Positions	213	608	26%	106	715	13%
Instrumentation Tech/Specialists	27	85	24%	10	102	9%
Other Extraordinary Ranges	50	14	78%	4	60	6%
Clinical Pharmacists	3	1	75%	0	4	0%
Clinical Physician Assistant	7	2	78%	0	9	0%
Clinical Speech Pathologist	9	0	100%	0	9	0%
Health Tech - Hematologist	1	0	100%	0	1	0%
University Legal Counsel	7	3	70%	1	9	10%
Others	23	8	74%	3	28	10%
Total Category A Academic Staff	3300	1945	63%	673	4572	13%

Source: October 2018 HR data, OCTJOB\_VW

Notes: Includes individuals with paid positions in October 2018 who hold a title with an extraordinary pay range or the individual position has an extraordinary pay range approved. "Other" Extraordinary Range positions not listed separately include sub-categories of some title titles series such as Clinical Nurse Specialists - Nurse Practitioners, and Student Services Specialists - Sign Language Interpreters, among others.

Prepared by: Office of Academic Planning and Institutional Research

8/2/2019

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**Committee on Women in the University  
(Faculty Policies & Procedures 6.56.)  
Annual Report, 2017-2018**

**I. Statement of Committee Functions**

The Committee on Women in the University:

1. Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women
2. Collaborates and consults with administrative offices and governance bodies to more fully support gender equity, employee engagement, an inclusive and respectful culture, and diversity
3. Evaluates and monitors the status of women employees at the university.

The committee's "Operating Procedures" (updated 18 October 2017) and "Statement on Diversity and Representation in Committee Membership" (adopted December 1999 and reaffirmed 27 September 2017) are available upon request from the Office of the Secretary of the Faculty.

Professor Bret Larget (Botany and Statistics) and Assistant Director of DoIT Enterprise Internet Services Tamara Walker (DoIT) are co-chairing the committee in 2017-2018.

**II. Current Activities**

The Committee on Women in the University values partnering with fellow governance committees and the university administration in an ongoing, collaborative effort to achieve gender equity and create inclusive environments for work and learning.

We are pleased to partner with women deans and the Office of Learning & Talent Development (formerly, the Office of Human Resource Development) in presenting the annual Women & Leadership Symposium.

**Awards & Recognition.** The committee congratulates recipients of UW-Madison's Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW-Madison – 10<sup>th</sup> Annual Outstanding Women of Color Awards

Christy Clark-Pujara, Associate Professor, History

Taucia Gonzalez, Assistant Professor, Rehabilitation Psychology & Special Education

Beverly Hutcherson, Outreach & Communications Manager and Diversity & Inclusion and  
Career Pathways Coordinator, School of Medicine & Public Health

Helen Lee, Assistant Professor, Art

Barbara Nichols, Executive Director, Wisconsin Center for Nursing

Brianna Young, Senior undergraduate student, School of Nursing

Brief introductions to UW-Madison Annual Outstanding Women of Color Award recipients are presented in "UW-Madison to honor six Outstanding Women of Color on Thursday, Feb. 22" (29 January 2018): <https://diversity.wisc.edu/uw-madison-to-honor-six-outstanding-women-of-color-on-thursday-feb-22/>

The committee joins the Women Faculty Mentoring Program in celebrating excellent mentoring of women assistant professors:

2017 Slesinger Awards for Excellence in Mentoring

Connie Flanagan, Associate Dean and Vaughan Bascom Professor in Women, Family and Community,  
School of Human Ecology

Susan Hagness, Philip Dunham Reed Professor, Electrical & Computer Engineering

*continued*

Professors Flanagan and Hagness each received a \$2,500 award from the Women's Philanthropy Council, which has generously supported the Slesinger Award since 2004.

**Diversity & Inclusion.** In Fall 2016, all UW-Madison undergraduate, graduate, professional, and non-degree seeking students were invited to respond to a climate survey including nearly 200 questions. 8,652 students (21%) responded to the survey. In Fall 2017, the Committee on Women reviewed the Campus Climate Task Force's report and recommendations and discussed findings with Vice Provost & Chief Diversity Officer Patrick J. Sims, Distinguished Policy & Planning Analyst Margaret Harrigan, and analyst James Yonker, including the number and identities of students who reported experiences hostile or intimidating behavior and differences in perceptions of being respected by faculty, teaching assistants, and peers in classroom settings. A presentation about survey findings is available upon request. The Committee on Women appointed member Abby Lindemann to an implementation team led by Assistant Vice Provost Sherri Charleston. The team will align and coordinate efforts of stakeholder groups – including the Campus Diversity & Climate Committee, Equity & Diversity Committee chairs, MDC's, and the Committee on Women – to address and implement Campus Climate Task Force recommendations. In 2018-2019, the Committee on Women will focus effort on Campus Climate Task Force *Recommendation 5. Promote our shared value of diversity and inclusion*, which includes encouraging broad-based campus involvement in the work of equity and inclusion.

**Early Childhood Care & Education.** In spring 2018, Committee on Women co-chair Bret Larget, University Child Care Committee chair Phillip Braithwaite, Director of the Office of Child Care & Family Resources Cigdem Unal, and Lindsey Stoddard Cameron met with Provost Sarah Mangelsdorf and Vice Chancellor for Finance & Administration Laurent Heller to propose a campus-level planning process to better protect and build UW-Madison's early childhood care and education capacity.

In partnership Parent Resource Specialist Jen Templin and OCCFR Director Cigdem Unal, committee members worked to map campus lactation rooms (<https://occf.wisc.edu/lactation.1htm>) to better support the needs of UW-Madison employees, students, guests and visitors. The committee thanks the School of Social Work and University Housing for enthusiastically responding to requests to consider providing lactation spaces in their facilities. The School of Social Work, the first academic department to respond to a template letter developed by the committee and OCCFR in 2016-2017, made a new lactation space in Summer 2017. University Housing installed a portable lactation pod in the Dejope residence hall and is remodeling Gordon Dining & Event Center to include built-in lactation space. Both of these buildings are used frequently for large campus-wide events. The committee will continue efforts to expand our campus network of lactation rooms in 2018-2019. Next steps include working with FP&M to adopt a logo for campus-wide use; establishing an online sign-up or calendar system, for ease of use and to reduce time away from work; and working with the Campus Planning Committee to include lactation spaces in new buildings and in major remodeling projects.

**Hostile & Intimidating Behavior.** In 2016-2017, Bret Larget served on a design team led by Vice Provost for Faculty & Staff Mike Bernard-Donals, Learning & Talent Development Director Lynn Freeman, and Ombuds Rosa Garner that developed and launched HIB workshops for campus leaders. Bret Larget and Lindsey Stoddard Cameron joined the facilitation team, which launched HIB workshops in Spring 2018. In Fall 2018, workshops will be offered to departments and units by request as well as to employees campuswide.

**Gender Inclusive Restroom Facilities.** In February 2018, the committee unanimously endorsed the Gender Inclusive Restrooms Facilities Phase I Task Force Report and Recommendations, stating "The most direct way to change a climate wherein others are motivated to violence by another's presence is to change structural conditions that pre-condition what is acceptable in public spaces. It is our view that gender inclusive restrooms are the most direct mechanism to do so." The committee recommended that Provost & Vice Chancellor Sarah Mangelsdorf and Vice Chancellor



for Finance & Administration Laurent Heller implement GIRF Phase I recommendations and charge a Gender Inclusive Restroom Facilities Phase II Task Force as soon as possible to develop an inclusive, campus-wide usage policy for restroom facilities. In addition, the committee recommended that the university include gender inclusive restroom facilities in design standards for new construction, major remodeling, and adaptation of existing facilities, consistent with existing laws, codes, and UW-Madison FP&M Technical Design Guidelines and explicitly consider inclusive multi-stall facilities.

**ASM-FP&M Pilot Menstrual Products Program.** On behalf of Alex Hader, ASM Student Leadership Council Chair Katrina Morrison briefed the Women in the University on outcomes of an ASM-FP&M Pilot Menstrual Products Program, which replaced or modified coin-operated vending machines to provide free menstrual products in College Library, Red Gym, and Sterling Hall women's rest rooms, and Red Gym men's and gender inclusive restrooms. ASM and FP&M have agreed to continue the successful pilot program and are discussing strategic expansion over time, with a focus on adding sites in first floor restrooms of high occupancy buildings frequented by large numbers of students. The Committee on Women endorsed this project and recommended adding new locations to the south (e.g., Business, Engineering) and west (e.g., Nursing, Pharmacy, HSLC) of current sites. The committee suggested making gender inclusive restrooms, family restrooms, restrooms with free menstrual products, and campus lactation spaces readily identifiable and searchable by employing clear and consistent signage both in physical locations and on campus maps. The committee also suggested that ASM and FP&M support menstrual cups as an economical and environmentally friendly alternative to disposable menstrual products by making information about them broadly available and by soliciting discounts or samples for UW-Madison students from manufacturers (Lunette, DivaCup, etc.).

**Gender Pay Equity/Title & Total Compensation Study.** In March 2018, TTC Project Manager Mary Luther provided an update on the Title & Total Compensation Study and discussed with committee members how pay equity processes will continue for faculty and what processes will need to be developed for academic and university staff.

Following a request for proposals in late 2016, Mercer, a human resources consulting firm, was selected and conducted a site visit, including interviews with university leaders, employee groups, and HR professionals. Project teams were appointed and worked to identify job families (or groups) and subfamilies (or sub-groups) began in 2017. In addition, the project team is working to identify appropriate job levels and collecting data on compensation and benefits from public and private universities, as well as a small group of local employers. HR Design provided direction for the project, which seeks to mend disconnects in career progression, including smoothing transitions across academic staff and university staff employment groups, and to create a more transparent compensation system. With respect to salary equity, an important contribution of the TTC study will be to group jobs so that individuals employed within a title series are doing similar work. In our current structure, when individuals holding the same title play very different roles, it becomes very difficult to identify comparables and conduct a pay equity review.

Mary Luther described how titles would be assigned and job descriptions developed in the new system, using researcher, scientist, and animal care roles as examples. She encouraged committee members to attend campus-wide forums planned for the week of 23 April. Committee members asked about the current state of gender pay equity processes; the process by which titles would initially be assigned; how acquired experience and expertise, as well as basic qualifications, would be recognized during titling and salary exercises; and how reviews for promotion would be handled during the process.

During this period, the TTC team also is benchmarking benefits against UW-Madison's official peers, private universities, and firms in the Midwest and Wisconsin, with a focus on employers who are recruiting from the same applicant pools as UW-Madison. A separate study on tuition reimbursement is planned, focusing on Big Ten+ institutions.

**Organizations Serving Women.** In January 2018, Suzanne Swift, Sue Babcock, and Kristyn Masters provided an overview of the Women in Science & Engineering Residential Program (WISE-RP). The program is housed in the College of Agricultural & Life Sciences, with administrative partnership and support from University Housing, and is funded, in part, through the Madison Initiative for Undergraduates (MIU) and through a learning community fee of \$200 per student. More than 200 incoming students indicate WISE-RP as a first preference for housing; however, the program can accommodate just 70 new students, along with a dozen continuing students. Currently, a lottery system is used to admit program participants. WISE-RP is expected to grow in increments of 40 students, to serve 120 additional students, over the next 2-3 years. Finding ways to increase participation by students from historically underrepresented communities is a program priority. The team is considering how best to attract and retain students who might prefer living in southeast residence halls – including Sellery Hall, where WISE-RP was housed for several years – to Elizabeth Waters Hall – the program’s original home, where there is room for growth. Building positive, intentional connections with role models is a core goal. Committee members suggested ways to identify and reach women, at all stages of their academic careers, who could serve as excellent role models, including sending annual messages to women faculty and research doctoral academic staff. Committee members Rebecca Scheller and Liz Sadowski expressed personal willingness to work with WISE-RP students who are interested in possible careers in law or medicine.

**Sexual Assault & Misconduct.** In October 2017, UW-Madison Title IX Coordinator Lauren Hasselbacher briefly outlined federal and local contexts in which UW-Madison addresses issues of sexual harassment, sexual assault, and sexual misconduct, including changes in the federal Department of Education’s approach to sexual assault and misconduct (22 September Department of Education interim guidance on campus sexual misconduct). She provided a progress report on UW-Madison activities to educate employees and students and to prevent and mitigate the effects of sexual assault and sexual misconduct. She also reviewed the university’s complaint procedures and noted helpful resources. Training for all employees and new students is required. To date, 80% of employees and nearly 90% of students have completed the training. The committee subsequently reviewed and provided feedback on a campuswide policy on sexual assault and sexual violence.

**Web Presence.** Lindsey Stoddard Cameron is working with co-chairs Bret Larget, Tamara Walker, and committee members Abby Lindemann and Ashley Redjinski to identify core content and will develop a web page for the committee.

**Wellness.** Nicole Youngberg, Employee Wellness Leader in OHR, visited the committee in March 2018 to provide an overview of her position, which focuses on health and wellness related policies, procedures, and strategies. She partners with other UW-Madison employees who offer wellness programming. Nicole described how Don Schutt (OHR, retired) and Sarah Van Orman (UHS, now associate vice provost for student affairs and chief student health officer at the University of Southern California) collaborated to develop UWell, an initiative that encompasses a website (resource hub), annual wellness symposium, coordinated health screenings (Staywell), and workplace wellness activities (lunch & learn events, yoga, etc.). The conversation concluded with discussion about the seven dimensions of wellness.

**Women & Leadership Symposium.** The Committee on Women continues to partner with women deans, the Office of Human Resources, the Women’s Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. In Spring 2018, the committee considered future topics for the symposium and related Coffee & Conversation Series. Co-chairs Bret Larget and Tamara Walker will offer brief welcome remarks at the 2018 symposium on 7 June. The committee thanks the Women’s Philanthropy Council for continuing to underwrite the symposium and for sponsoring follow-up “Coffee & Conversation” programming presented by the Office of Learning & Talent Development and UW-Madison’s women deans. Since 2010, the Women’s Philanthropy Council has generously provided \$66,500 in support.

### III. Data on Women Faculty & Staff

The committee thanks Distinguished Policy & Planning Analyst Margaret Harrigan for her help in obtaining and interpreting institutional data on women academic staff and faculty, and the Office of Academic Planning and Institutional Research for providing both current and historic data on gender and race/ethnicity in the university's Data Digest: <http://apir.wisc.edu/datadigest.htm>

Readers will find additional information about data provided to the committee on the APIR website (<https://apir.wisc.edu/diversity-faculty.htm>), including memos from Margaret Harrigan regarding

“Data on Women and Minority Faculty and Staff at UW-Madison” (September 2018):  
<http://apir.wisc.edu/facultystaff-trends.htm>

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison's workforce (*Appendix, Table 1*):

<b>Women Employed at UW-Madison</b>	<b>1990-1991</b>	<b>2017-2018</b>
Faculty	18%	34.9%
Executive/Director/Administrator (Academic Staff)	38.8%	n/a
Limited Staff	n/a	49%
Academic Staff	49.1%	55.7%
University Staff	55.6%	49.6%
Post-Degree Training Staff (including post-doctoral fellows)	26.6%	42.1%
Graduate Assistants	34.5%	44.7%
<b>Total</b>	<b>41.8%</b>	<b>49.2%</b>

The percentage of women in the faculty has increased from 15.2% in 1987 to 35% in 2017. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 29% of faculty at this rank are women. 44% of associate professors and 43.7% of assistant professors are women (*Appendix, Table 5*).

In 1987, 3.1% of faculty were Black, Asian, Native American, or Hispanic. Today 21.3% of faculty come from these historically underrepresented groups. Within this cohort, the percentage holding the rank of professor has risen from 5% in 1987 to 17.6% in 2017. 22.5% of associate professors and 30.5% of assistant professors are members of underrepresented groups (*Appendix, Table 6*).

Among 18 women (the smallest number hired in more than 6 years) and 51 men appointed at the rank of assistant professor in 2008-2009, the most recent year for which these data are available, 61% of the women and 82% of the men were tenured within nine years (*Appendix, Table 7*). One third of the women remained on the tenure track at nine years. In this same cohort, 78% of minority faculty and 76% of non-minority faculty were tenured (*Appendix, Table 8*). Women and men in the social sciences remain significantly less likely to win tenure than their peers, with an average nine-year tenure rate of only 65% for faculty hired between 2001-02 and 2007-08, compared to 77% in the arts & humanities, 80% in the biological sciences, and 84% in the physical sciences (*Appendix, Table 9*).

Overall, 55.6% of academic staff are women. 47.8% of instructional academic staff and 44.2% of research doctoral academic staff are women (*Appendix, Table 1*). In this same cohort, 14.3% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more

racess. 13.5% of instructional academic staff and 23.6% of research doctoral academic staff belong to these historically underrepresented groups (*Appendix, Table 2*).

Among university staff, 41.4% of FLSA exempt (“salaried”) positions and 51.7% of FLSA non-exempt (“hourly”) positions are held by women (*Appendix, Table 3*). 9.2% of FLSA exempt positions and 20.2% of FLSA non-exempt positions are held by employees identifying as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races (*Appendix, Table 2*).

Women currently hold 49% of limited positions. 13.9% of limited positions are held by individuals from historically underrepresented groups.

To ensure regular review of data related to each major employment category, the committee requests core data each year, plus data on an issue of particular interest or concern for faculty, academic staff, or university staff, with the focus rotating among these three employment groups. The committee remains committed to reviewing longitudinal data.

In April 2018, the committee reviewed additional data on faculty, with a focus on hires of women and faculty of color in STEM fields (*Appendix, Table A1-A2*) and tenure outcomes by gender, faculty of color status, and divisional affiliation (*Appendix, Table A3-A10*).

#### **IV. Current and Future Issues or Concerns**

In 2018-2019, the committee will focus on:

- Campus Climate Task Force Recommendation 5.
- hostile and intimidating behavior and campus climate
- visibility and accessibility of information about the committee

and priorities identified by the committee in Fall 2018.

## V. Committee Membership

### Committee on Women in the University, 2017-2018

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Roseanne Clark	Psychiatry	2015	2021
Marah Curtis	Social Work	2016	2019
Teri Dobbs	Mead Witter School of Music	2016	2019
Bret Larget (co-chair)	Botany and Statistics	2015	2018
Nandini Pandey	Classical & Ancient Near Eastern Studies	2017	2020
Melissa Skala	Biomedical Engineering	2017	2020
<u>Academic Staff:</u>			
Tina Hatch	Student Life/International Student Services	2011	2020
Antje Petty	Max Kade Institute	2016	2019
Liz Sadowski	Radiology	2017	2020
Rebecca Scheller	Law	2012	2018
Nancy Schultz-Darken	Primate Research Center	2012	2018
Rachael Willits	Dean of Students Office	2016	2019
<u>University Staff:</u>			
Antoinette (Toni) Coles	University Marketing	2014	2017
Tina Hunter	Sociology	2014	2017
Jennifer Hanrahan	Law School	2017	2021
Kate Moran	FP&M/Transportation Services	2016	2019
Kate O'Connor (co-chair)	Office for Equity & Diversity	2014	2020
Ashley Redjinski	French & Italian	2017	2021
Tamara Walker	DoIT/Enterprise Internet Services	2016	2019
<u>Post-Doctoral Fellow:</u>			
Abigail Lindemann		2017	2019
<u>Students:</u>			
Sowmya Achara (graduate student)		2016	2018
Zahiah Hammad (undergraduate student)		2016	2018
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Torsheika Maddox (designee)	Office of the Vice Provost & CDO	2015	2018
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	Fall 2017
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	



September 5, 2018

**MEMORANDUM**

To: Members of the Committee on Women in the University

From: Margaret Harrigan

Subject: Data on Gender and Race/Ethnicity of Faculty and Staff at UW-Madison

At the request of the Committee on Women in the University, each year I provide data describing the number of faculty and staff at UW-Madison by gender, minority status, employee category, and other categories over time. This information expands on data provided in the annual Data Digest ([apir.wisc.edu/datadigest.htm](http://apir.wisc.edu/datadigest.htm)); a preliminary version was presented at the Committee's April 2018 meeting. A list of the included tables and a brief summary of each follows. Each year, the report includes additional data focusing on either faculty, academic staff or university staff. This year's focus is on faculty.

***Table 1: Headcount of Faculty and Staff by Gender and Employment Categories***

***Table 2: Headcount of Faculty and Staff by Race/Ethnicity and Employment Categories***

***Table 3: 2017 Headcount of Faculty and Staff by Gender and Race/Ethnicity***

***Table 4: 2017 Headcount by Race/Ethnicity and Non-Resident Alien Status***

- UW-Madison has over 22,000 employees. Women make up about half of employees overall. However, women comprise only 35% of the faculty and 30% of faculty with administrative appointments, such as dean or department chair. Other Academic Staff (other than Research or Instructional) have the highest proportion of women at 63%. Women make up about half of University Staff overall and about 41% of exempt University Staff. Women are nearly half (48%) of Instructional Academic Staff and Limited Staff (49%). Graduate assistants, Post Degree Training Staff (previously called Employees-in-Training), and Research Academic Staff are about 42-45% women.
- The data shows a decrease in the number of Exempt University Staff (exempt from FLSA overtime rules). Exempt staff decreased by over 600 individuals (41%) since 2014. With HR Design in effect beginning in July 2015, Exempt University Staff positions are being converted to Academic Staff positions as they become vacant. When converted, these positions mainly become Other Academic Staff.
- University Staff of color has increased from 12% to 18% in the past ten years; currently 20% of Non-exempt University Staff and about 9% of Exempt University Staff are people of color (Table 2). The proportion of Academic Staff and Limited Staff of color increased more slowly over the period, from 12-14% and 11-14%. Faculty of color has increased from 17% to 21% since 2008. Post-Degree Training staff and graduate assistants have the highest proportion of people of color,

at about one-third. Comparatively, people of color comprise about 20% of the overall Dane County population (based on 2016 American Community Survey administered by US Census Bureau).

- Table 3 show the number of women and men in each racial or ethnic category by major employee groups. The percentages of men and women who are members of a racial or ethnic minority are similar for all of the employment categories except for Post-Degree Training staff (Table 3). Although more male Post-Degree Training staff are reported as minority, this is due to the higher proportion of male Asian Post-Degree Training staff who are here on a temporary visa (Table 4). A higher proportion of women faculty (4%) report themselves as Black or African American compared to men faculty (2%).
- The majority of employees with non-resident alien status are graduate assistants or post-docs (Table 4). About 34% of graduate student assistants and 42% of Post-Degree Training staff hold temporary visas in 2017. Table 3 showed about one-third of graduate assistants and Post-Degree Training staff were people of color. When employees with non-resident alien status are treated as a separate category, about 12% of graduate assistants and 8% of Post-Degree Training staff are people of color (Table 4).

***Table 5: Faculty Headcount by Rank and Gender***

***Table 6: Faculty Headcount by Rank and Race/Ethnicity***

- Since 2008, the number of women on the faculty has increased from 30% to 35% (Table 5). In 1987, fewer than 10% of full professors were women; currently women comprise 29% of full professors. Women have made up at least 40% of all assistant professors for 15 years and over 40% of associate professors for five of the past six years.
- The number of faculty has at least doubled for each racial or ethnic minority group since 1987. However, because changes to the data collection process in 2010 permitted individuals to report two or more race/ethnicity categories, data for individual racial/ethnic groups for years after 2009 are not strictly comparable to prior years. For example, the number of faculty in 2017 who report their background as Black/African American only is 53, but the number who report Black/African American heritage, including those who also report another race/ethnicity, is 62. Six faculty report themselves as American Indian and no other race or ethnicity in 2017. However, the number who report American Indian, including those who report another race or ethnicity, is 15.
- The biggest growth in faculty of color over time has been among Asians. About 14 percent of current UW Madison faculty – 293 people – identify as Asian. Asians constitute about 65% of all faculty of color at UW-Madison.

***Table 7: Faculty Promotions to Tenure by Gender***

***Table 8: Faculty Promotions to Tenure by Minority Status***

***Table 9: Faculty Promotions to Tenure by Divisional Committee Affiliation***

- On average, 42% of women and 53% of men hired in probationary appointments are promoted within six years (faculty hired between 2002-03 and 2011-12; see Table 7). A significant number of both men and women receive tenure clock extensions; childbirth or adoption is the most common reason for an extension. About 40% of women and 31% of men still held a probationary

appointment at the end of their sixth year. Taking into account additional time for clock extensions, about 73% of women and 78% of men are tenured within nine years. Note that faculty who left without tenure includes both faculty who would have been awarded tenure had they stayed and those who would not have been approved.

- At six years, 40% of minority faculty and 49% of non-minority faculty were promoted over the period analyzed (Table 8). At nine years, about 74% of minority faculty and 77% of non-minority faculty hired with probationary status have been tenured.
- Promotion rates differ by divisional affiliation: 65% of Social Studies probationary faculty achieved tenure within 9 years, compared to 77-84% of faculty in the other divisions (faculty hired between 2002-03 and 2008-09; see Table 9).

## **Additional Faculty Analysis**

### **New Faculty Hires**

Since the late-1990s, two programs have provided funds to increase faculty diversity at UW-Madison. Strategic Hiring Initiative, begun in the late 1990s, currently provides \$1 million to help fund the initial years of high-priority faculty hires: faculty of color, women in science, and dual career couples. Last year, approximately ¼ of funds were allocated for hiring or retaining faculty of color and ¼ for women in under-represented fields. The Faculty Diversity Initiative, established in 2011-12, provides \$850,000 Strategic Pipeline and Recruitment Funds (SPRF) annually to develop the pipeline for recruitment, supplement recruitment packages, and encourage faculty retention. SPRF defines diversity broadly and includes race/ethnicity, disability, gender, sexual orientation, and first generation to attend college.

### **Table A-1: Women Faculty Hires by Science Category**

- Since 2008, about 42% of all faculty hires have been women (Table A-1). In 2017-18, women comprise 49% of new hires. Women constitute about 40% of UW hires in biological sciences, 21% in physical sciences, 57% in arts and humanities and 48% in social science fields since 2008.
- In 2015-16, women earned about 53% of all doctoral degrees awarded in the US. Over 50% of doctoral degrees in biological and biomedical sciences and health professions were awarded to women; 26% of doctoral degrees in physical sciences, mathematics, computer sciences, and engineering were granted to women. (Source: U.S. Department of Education, National Center for Education Statistics)

### **Table A-2: Faculty Hires by Race/Ethnicity**

- Over the past ten years, people of color comprised 27% of UW-Madison faculty hires; 10% of faculty hires were non-Asian people of color. About 4% of faculty hires since 2008 reported their background as Black/African American (and no other race/ethnicity) and 4% identified as Hispanic/Latino/Latina.



- In 2014-15, about 31% of doctoral degrees granted to U.S. citizens were awarded to people of color; about 18% of degrees went to non-Asian people of color. (Source: U.S. Department of Education, National Center for Education Statistics)

## **Tenure and Attrition Rates for Tenure-Track Faculty**

**Table A-3: Faculty Promotions to Tenure – Divisional Committee Outcomes**

- As part of the tenure process, probationary faculty must be reviewed by the executive committee of their tenure home department and by one of the four campus-level divisional committees. Table A-3 shows tenure outcomes for faculty hired between 2001-02 and 2010-11. For this group of faculty, 74% received tenure, 1% still hold probationary appointments, and 24% left without tenure. Note that faculty who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed.
- Of all tenure cases sent by their departmental Executive Committees to their respective Divisional Committees, 98 percent received tenure. Of the 849 probationary faculty hired during the ten-year period, 14 assistant professors (2% of the total) were not approved by the divisional committee and left the university. There is no significant difference in divisional committee approval rates by gender, minority status, or divisional committee affiliation.

## **Tenure and Attrition Rates by Years since Hire and Gender, Race/Ethnicity, or Divisional Affiliation: Faculty Hired between 2001-02 and 2014-15**

- These tables show the tenure and attrition rates of faculty by years on the tenure track. Note that the cohorts of faculty by years since hire differ in size. For example, faculty status one year since hire reported here reflects the status by the end of the first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes only those whose tenure clock began ten or more years prior to 2018 (480 men and 275 women, generally hired between 2001-02 and 2008-09).
- Women and men receive tenure at similar rates: about 73% of women and 77% of men are tenured within ten years (faculty hired between 2001-02 and 2014-15; see Table A-4). However, on average women remain in probationary status longer than men do. By the start of their seventh year, 48% of women and 58% of men earned tenure; 35% of women and 26% of men still held probationary appointments.
- Overall, tenure rates for Faculty of Color and White faculty are similar: 75% of Faculty of Color and 76% of White faculty earned tenure by their tenth year (see Table A-5).
- A significant portion of tenure-track faculty – more than 40% – receive extensions to the tenure clock. In recent years, the proportion of tenure-track faculty with extensions is roughly equal for men and women: about 45% of women and 42% of men hired between 2006-07 and 2012-13

received one or more extensions.<sup>1</sup> Most extensions are granted for reasons of childbirth or adoption – 54% of women and 74% of men with extensions received an extension for childbirth or adoption in that period.

- Tenure rates differ by divisional affiliation: 62% of Social Sciences probationary faculty achieved tenure within 9 years, compared to 78-81% of faculty in the other divisions<sup>2</sup> (Table A-6). A higher proportion of Social Sciences faculty leave early in the probationary period. Over 14% of Social Sciences faculty had left by the end of the fifth year, compared to 9-10% in the other divisions. By the end of the sixth year, 18% of Social Sciences faculty and 11% of other faculty had left.
- Tables A-7 through A-10 show differences in tenure outcomes for men and women separately for each division. Over the period 2001-02 to 2014-15, tenure and attrition rates between men and women are similar for faculty in Arts and Humanities. Women and men in Social Sciences are equally likely to leave without tenure. On average, women in Social Sciences are more likely to receive tenure clock extensions and earn tenure somewhat later than men. Tenure rates for men and women in the Biological Sciences are also similar over this period.
- Few women were hired as tenure-track faculty in the Physical Sciences during the period analyzed (on average, four per year). Although women in Physical Sciences are somewhat less likely to receive tenure (75% of women and 83% of men were tenured within ten years), the difference in tenure and attrition rates between men and women is not statistically significant.

## Attachments

cc: Jocelyn Milner, Wayne Guthrie, Mark Walters, Eden Inoway-Ronnie, Michael Bernard-Donals, Patrick Sims, Sherri Charleston, Luis Piñero, Lindsey Stoddard Cameron, Steven Smith, John Lucas

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<sup>1</sup>In past years, women received a greater proportion of extensions than men did. Based on the legacy tenure tracking system, approximately 48% of women and 29% of men hired from 2000-01 to 2005-06 received tenure clock extensions.

<sup>2</sup>Tenure rates for faculty in the Social Sciences division have increased somewhat since the 1990s, but still lag behind rates in the other divisions. Approximately 45% of tenure-track faculty in the Social Sciences division hired between 1992-93 and 1998-99 were awarded tenure. Of those hired from 1999-00 to 2003-04, 58% earned tenure; 68% of those hired from 2004-05 to 2008-09 earned tenure.

## Technical Notes:

Academic Staff is divided into three groups: instructional academic staff (such as clinical faculty and lecturers), research doctoral academic staff (such as scientists and researchers), and all other academic staff (administrative program specialists, student services coordinators, research specialists, librarians, etc.). Limited Staff consists of administrators who do not also hold faculty positions and is comprised primarily of appointments such as vice chancellor, administrative director, associate or assistant director, and associate or assistant dean. Faculty who hold Limited administrative appointments such as provost, dean, associate dean, or academic program director are reported under faculty with administrative appointments. Faculty department chairs are also reported under faculty with administrative appointments. University staff is divided into two groups: exempt and non-exempt. Exempt refers to exempt from overtime rules under the federal Fair Labor Standards Act (FLSA). Most of the exempt positions are professional or supervisory. Post-Degree Training Staff (formerly known as Employees-in-Training) is comprised primarily of research associates and post-doctoral fellows.

Race and ethnicity data is self-reported based on US Census categories. Definitions and collection procedures for race and ethnicity data have changed since 2009. In 2010, federal requirements for collecting and reporting race and ethnic data changed allowing an individual to identify with more than one race or ethnic category. Data reported for 2009 and earlier years follows the old reporting requirements allowing only one category. These changes make it difficult to compare over time. In particular, individuals now reported as “two or more races” would have identified as Black, Asian, White, or American Indian in past years. Anyone who reported Hispanic heritage, regardless of race, is counted as Hispanic since 2010.

Faculty retention is a function of many factors, including tenure criteria and processes, political and market forces, and campus climate, among others. Because the typical tenure-track faculty member is not considered for tenure until the sixth year or later, it may take several years for the impacts of changes in these factors to impact tenure rates. Time until tenure promotion is calculated as the effective date of the promotion minus the date of hire in a probationary faculty appointment, plus time on tenure clock for service at another university. Years are not adjusted for time on leave or UW-Madison tenure clock extensions. Note that faculty who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed.

Note that tenure and attrition rates may vary substantially from year to year, particularly for groups with few individuals such as women in Physical Sciences. It is important to use caution when interpreting differences in outcomes for small groups. This analysis focuses on faculty hired in 2001 and later years. Three-fourths of faculty hired between 2001 and 2011 were granted tenure; the difference in tenure rates between men and women during this period is about 3%. An earlier period shows different tenure rates. On average, about 68% of faculty hired between 1992 and 1999 received tenure; women were 9% less likely to receive tenure than men were.

Tables A-3 through A-10 show the tenure and attrition rates of faculty by years on the tenure track. Note that the cohorts of faculty by years since hire differ in size. For example, faculty status one year since hire reported here reflects the status by the end of the first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes only those whose tenure clock began ten or more years prior to 2018 (480 men and 275 women, generally hired between 2001-02 and 2008-09).

**Table 1**

**Headcount of Faculty and Staff by Gender**

		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Faculty</b>	Women	648	663	674	671	700	714	742	750	741	746
	Men	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413	1,387
	<b>Total</b>	<b>2,178</b>	<b>2,175</b>	<b>2,177</b>	<b>2,135</b>	<b>2,173</b>	<b>2,189</b>	<b>2,220</b>	<b>2,205</b>	<b>2,154</b>	<b>2,133</b>
Faculty with Administrative Appointments	Women	76	79	84	81	80	76	71	71	64	66
	Men	158	159	154	155	165	165	167	152	159	153
	<b>Total</b>	<b>234</b>	<b>238</b>	<b>238</b>	<b>236</b>	<b>245</b>	<b>241</b>	<b>238</b>	<b>223</b>	<b>223</b>	<b>219</b>
Faculty without Administrative Appointments	Women	572	584	590	590	620	638	671	679	677	680
	Men	1,372	1,353	1,349	1,309	1,308	1,310	1,311	1,303	1,254	1,234
	<b>Total</b>	<b>1,944</b>	<b>1,937</b>	<b>1,939</b>	<b>1,899</b>	<b>1,928</b>	<b>1,948</b>	<b>1,982</b>	<b>1,982</b>	<b>1,931</b>	<b>1,914</b>
<b>Limited Staff</b> (non-faculty)	Women	183	188	193	191	209	216	221	237	256	272
	Men	234	243	254	254	261	267	271	279	285	282
	<b>Total</b>	<b>417</b>	<b>431</b>	<b>447</b>	<b>445</b>	<b>470</b>	<b>483</b>	<b>492</b>	<b>516</b>	<b>541</b>	<b>554</b>
<b>Academic Staff</b>	Women	3,612	3,728	3,837	3,842	3,926	3,999	4,107	4,218	4,618	4,919
	Men	3,343	3,361	3,443	3,391	3,412	3,467	3,453	3,514	3,693	3,906
	<b>Total</b>	<b>6,955</b>	<b>7,089</b>	<b>7,280</b>	<b>7,233</b>	<b>7,338</b>	<b>7,466</b>	<b>7,560</b>	<b>7,732</b>	<b>8,311</b>	<b>8,825</b>
Instructional Academic Staff	Women	942	973	981	982	1,057	1,084	1,093	1,103	1,148	1,212
	Men	1,197	1,210	1,244	1,222	1,243	1,223	1,246	1,264	1,291	1,323
	<b>Total</b>	<b>2,139</b>	<b>2,183</b>	<b>2,225</b>	<b>2,204</b>	<b>2,300</b>	<b>2,307</b>	<b>2,339</b>	<b>2,367</b>	<b>2,439</b>	<b>2,535</b>
Research Doctoral Academic Staff	Women	467	485	499	511	510	511	535	541	551	591
	Men	727	719	761	761	776	773	767	760	742	745
	<b>Total</b>	<b>1,194</b>	<b>1,204</b>	<b>1,260</b>	<b>1,272</b>	<b>1,286</b>	<b>1,284</b>	<b>1,302</b>	<b>1,301</b>	<b>1,293</b>	<b>1,336</b>
Other Academic Staff	Women	2,203	2,270	2,357	2,349	2,359	2,404	2,479	2,574	2,919	3,116
	Men	1,419	1,432	1,438	1,408	1,393	1,471	1,440	1,490	1,660	1,838
	<b>Total</b>	<b>3,622</b>	<b>3,702</b>	<b>3,795</b>	<b>3,757</b>	<b>3,752</b>	<b>3,875</b>	<b>3,919</b>	<b>4,064</b>	<b>4,579</b>	<b>4,954</b>
<b>University Staff</b>	Women	2,866	2,904	2,929	2,780	2,777	2,774	2,680	2,522	2,360	2,287
	Men	2,399	2,462	2,481	2,473	2,534	2,575	2,590	2,519	2,434	2,321
	<b>Total</b>	<b>5,265</b>	<b>5,366</b>	<b>5,410</b>	<b>5,253</b>	<b>5,311</b>	<b>5,349</b>	<b>5,270</b>	<b>5,041</b>	<b>4,794</b>	<b>4,608</b>
Exempt University Staff	Women				689	688	699	665	573	456	378
	Men				828	847	886	876	739	618	536
	<b>Total</b>				<b>1,517</b>	<b>1,535</b>	<b>1,585</b>	<b>1,541</b>	<b>1,312</b>	<b>1,074</b>	<b>914</b>
Non-Exempt University Staff	Women				2,091	2,089	2,075	2,015	1,949	1,904	1,909
	Men				1,645	1,687	1,689	1,714	1,780	1,816	1,785
	<b>Total</b>				<b>3,736</b>	<b>3,776</b>	<b>3,764</b>	<b>3,729</b>	<b>3,729</b>	<b>3,720</b>	<b>3,694</b>
<b>Post-Degree Training Staff</b>	Women	361	424	422	403	398	395	404	415	414	392
	Men	507	571	588	638	588	519	523	519	546	540
	<b>Total</b>	<b>868</b>	<b>995</b>	<b>1,010</b>	<b>1,041</b>	<b>986</b>	<b>914</b>	<b>927</b>	<b>934</b>	<b>960</b>	<b>932</b>
<b>Graduate Assistants</b>	Women	2,279	2,327	2,391	2,350	2,355	2,364	2,300	2,241	2,179	2,227
	Men	2,728	2,779	2,900	2,924	2,991	3,015	3,027	2,939	2,813	2,759
	<b>Total</b>	<b>5,007</b>	<b>5,106</b>	<b>5,291</b>	<b>5,274</b>	<b>5,346</b>	<b>5,379</b>	<b>5,327</b>	<b>5,180</b>	<b>4,992</b>	<b>4,986</b>
<b>Total</b>	<b>Women</b>	9,949	10,234	10,446	10,237	10,365	10,462	10,454	10,383	10,568	10,843
	<b>Men</b>	10,741	10,928	11,169	11,144	11,259	11,318	11,342	11,225	11,184	11,195
<b>Grand Total</b>	<b>Total</b>	<b>20,690</b>	<b>21,162</b>	<b>21,615</b>	<b>21,381</b>	<b>21,624</b>	<b>21,780</b>	<b>21,796</b>	<b>21,608</b>	<b>21,752</b>	<b>22,038</b>

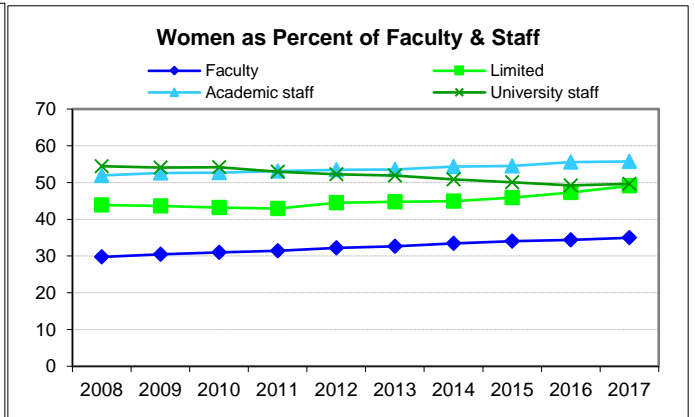
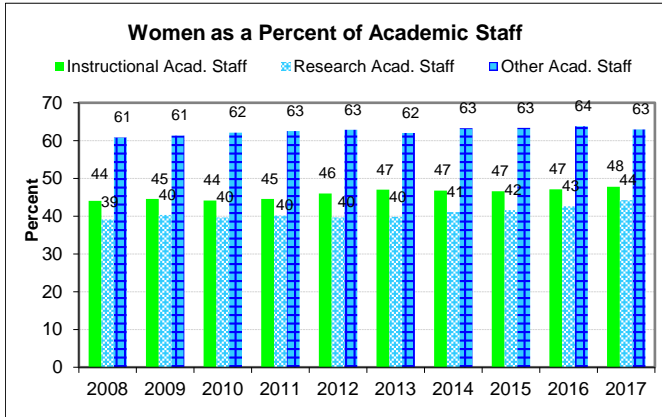
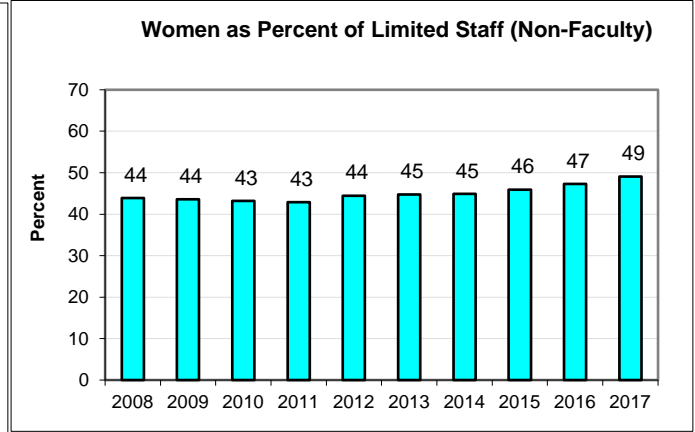
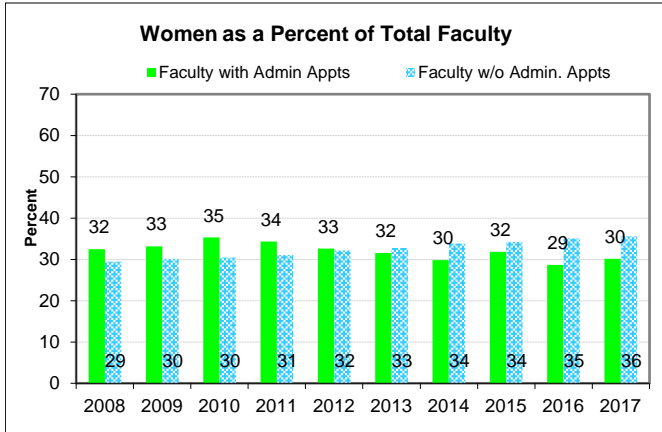
Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, student and unclassified hourly workers are excluded. Prior to 2015, University Staff were called Classified Staff. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Research Academic Staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff who assist in research such as Research Specialist.

Prepared by: UW-Madison Office of Academic Planning and Institutional Research

**Table 1**

**Headcount of Faculty and Staff by Gender (continued)**



Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, student and unclassified hourly workers are excluded. Prior to 2015, University Staff were called Classified Staff. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Research Academic Staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff who assist in research such as Research Specialist.

Prepared by: UW-Madison Office of Academic Planning and Institutional Research

04/16/18

Table 2

## Headcount of Faculty and Staff by Racial/Ethnic Categories (Federal Methodology)

		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Faculty</b>	Black/African American (only)	48	45	47	49	49	54	57	55	55	53
	Asian/Pacific Islander (only)	229	233	241	234	247	257	264	268	279	293
	American Indian (only)	13	12	10	9	9	8	6	7	6	5
	Hispanic (all races)	78	77	78	76	76	76	78	80	82	80
	White (only) or Unknown	1,810	1,808	1,789	1,753	1,774	1,777	1,795	1,773	1,708	1,679
	2 or more races (non-Hispanic)			12	14	18	17	20	22	24	23
	<b>Total</b>	<b>2,178</b>	<b>2,175</b>	<b>2,177</b>	<b>2,135</b>	<b>2,173</b>	<b>2,189</b>	<b>2,220</b>	<b>2,205</b>	<b>2,154</b>	<b>2,133</b>
Faculty with Administrative Appointments	Black/African American (only)	4	5	3	4	7	5	6	7	6	7
	Asian/Pacific Islander (only)	14	12	11	10	11	9	10	11	14	15
	American Indian (only)	1	1	2	2	2	0	0	0	1	1
	Hispanic (all races)	4	5	8	8	8	9	10	8	6	4
	White (only) or Unknown	211	215	210	208	213	216	210	197	195	191
	2 or more races (non-Hispanic)			4	4	4	2	2	0	1	1
	<b>Total</b>	<b>234</b>	<b>238</b>	<b>238</b>	<b>236</b>	<b>245</b>	<b>241</b>	<b>238</b>	<b>223</b>	<b>223</b>	<b>219</b>
Faculty without Administrative Appointments	Black/African American (only)	44	40	44	45	42	49	51	48	49	46
	Asian/Pacific Islander (only)	215	221	230	224	236	248	254	257	265	278
	American Indian (only)	12	11	8	7	7	8	6	7	5	4
	Hispanic (all races)	74	72	70	68	68	67	68	72	76	76
	White (only) or Unknown	1,599	1,593	1,579	1,545	1,561	1,561	1,585	1,576	1,513	1,488
	2 or more races (non-Hispanic)			8	10	14	15	18	22	23	22
	<b>Total</b>	<b>1,944</b>	<b>1,937</b>	<b>1,939</b>	<b>1,899</b>	<b>1,928</b>	<b>1,948</b>	<b>1,982</b>	<b>1,982</b>	<b>1,931</b>	<b>1,914</b>
<b>Limited Staff</b> (non-faculty)	Black/African American (only)	24	23	21	22	26	28	29	30	33	33
	Asian/Pacific Islander (only)	6	5	6	7	9	10	11	13	16	20
	American Indian (only)	2	1	2	1	1	1	1	3	3	3
	Hispanic (all races)	14	15	17	18	15	13	15	14	15	13
	White (only) or Unknown	371	387	399	396	418	428	431	449	467	477
	2 or more races (non-Hispanic)			2	1	1	3	5	7	7	8
	<b>Total</b>	<b>417</b>	<b>431</b>	<b>447</b>	<b>445</b>	<b>470</b>	<b>483</b>	<b>492</b>	<b>516</b>	<b>541</b>	<b>554</b>
<b>Academic Staff</b>	Black/African American (only)	107	123	118	122	130	126	120	131	152	182
	Asian/Pacific Islander (only)	550	545	567	558	584	586	579	586	667	697
	American Indian (only)	36	37	29	34	32	31	29	25	23	21
	Hispanic (all races)	149	150	147	152	157	161	164	181	226	250
	White (only) or Unknown	6,113	6,234	6,422	6,331	6,389	6,453	6,605	6,719	7,140	7,560
	2 or more races (non-Hispanic)			34	36	46	56	63	90	103	115
	<b>Total</b>	<b>6,955</b>	<b>7,089</b>	<b>7,317</b>	<b>7,233</b>	<b>7,338</b>	<b>7,413</b>	<b>7,560</b>	<b>7,732</b>	<b>8,311</b>	<b>8,825</b>
Instructional Academic Staff	Black/African American (only)	33	35	33	32	32	28	30	33	36	40
	Asian/Pacific Islander (only)	165	160	161	154	164	162	156	165	196	193
	American Indian (only)	9	10	6	6	8	8	8	5	6	5
	Hispanic (all races)	53	53	57	57	57	52	57	55	69	71
	White (only) or Unknown	1,879	1,925	1,960	1,947	2,028	2,039	2,067	2,088	2,108	2,195
	2 or more races (non-Hispanic)			8	8	11	18	21	21	24	31
	<b>Total</b>	<b>2,139</b>	<b>2,183</b>	<b>2,225</b>	<b>2,204</b>	<b>2,300</b>	<b>2,307</b>	<b>2,339</b>	<b>2,367</b>	<b>2,439</b>	<b>2,535</b>
Research Doctoral Academic Staff	Black/African American (only)	6	9	9	9	11	10	7	11	13	15
	Asian/Pacific Islander (only)	220	219	229	230	233	243	238	234	240	244
	American Indian (only)	2	2	2	2	2	2	3	3	2	1
	Hispanic (all races)	27	26	23	24	28	25	27	29	40	44
	White (only) or Unknown	939	948	995	1004	1008	999	1021	1016	991	1021
	2 or more races (non-Hispanic)			3	3	4	4	6	8	7	11
	<b>Total</b>	<b>1,194</b>	<b>1,204</b>	<b>1,261</b>	<b>1,272</b>	<b>1,286</b>	<b>1,283</b>	<b>1,302</b>	<b>1,301</b>	<b>1,293</b>	<b>1,336</b>
Other Academic Staff	Black/African American (only)	68	79	76	81	87	88	83	87	103	127
	Asian/Pacific Islander (only)	165	166	177	174	187	181	185	187	231	260
	American Indian (only)	25	25	21	26	22	21	18	17	15	15
	Hispanic (all races)	69	71	67	71	72	84	80	97	117	135
	White (only) or Unknown	3,295	3,361	3,467	3,380	3,353	3,415	3,517	3,615	4,041	4,344
	2 or more races (non-Hispanic)			23	25	31	34	36	61	72	73
	<b>Total</b>	<b>3,622</b>	<b>3,702</b>	<b>3,831</b>	<b>3,757</b>	<b>3,752</b>	<b>3,823</b>	<b>3,919</b>	<b>4,064</b>	<b>4,579</b>	<b>4,954</b>

Table 2

Headcount of Faculty and Staff by Federal Racial/Ethnic Categories, *Continued*

		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>University Staff</b>	Black/African American (only)	130	133	129	137	151	166	161	153	168	160
	Asian/Pacific Islander (only)	217	239	233	239	241	246	254	256	283	286
	American Indian (only)	16	18	16	14	18	17	14	14	15	15
	Hispanic (all races)	272	288	291	286	277	278	270	270	296	325
	White (only) or Unknown	4,630	4,688	4,713	4,548	4,594	4,609	4,519	4,299	3,983	3,777
	2 or more races (non-Hispanic)			28	29	30	33	52	49	49	45
	<b>Total</b>	<b>5,265</b>	<b>5,366</b>	<b>5,410</b>	<b>5,253</b>	<b>5,311</b>	<b>5,349</b>	<b>5,270</b>	<b>5,041</b>	<b>4,794</b>	<b>4,608</b>
Exempt University Staff	Black/African American (only)				24	25	26	23	22	19	15
	Asian/Pacific Islander (only)				66	65	68	64	54	47	42
	American Indian (only)				3	5	4	2	2	2	2
	Hispanic (all races)				32	29	28	28	24	24	21
	White (only) or Unknown				1,383	1,404	1,451	1,411	1,200	977	830
	2 or more races (non-Hispanic)				9	7	8	13	10	5	4
	<b>Total</b>				<b>1,517</b>	<b>1,535</b>	<b>1,585</b>	<b>1,541</b>	<b>1,312</b>	<b>1,074</b>	<b>914</b>
Non-Exempt University Staff	Black/African American (only)				113	126	140	138	131	149	145
	Asian/Pacific Islander (only)				173	176	178	190	202	236	244
	American Indian (only)				11	13	13	12	12	13	13
	Hispanic (all races)				254	248	250	242	246	272	304
	White (only) or Unknown				3,165	3,190	3,158	3,108	3,099	3,006	2,947
	2 or more races (non-Hispanic)				20	23	25	39	39	44	41
	<b>Total</b>				<b>3,736</b>	<b>3,776</b>	<b>3,764</b>	<b>3,729</b>	<b>3,729</b>	<b>3,720</b>	<b>3,694</b>
<b>Post-Degree Training Staff</b>	Black/African American (only)	23	20	23	17	15	10	10	8	11	8
	Asian/Pacific Islander (only)	305	341	324	321	283	249	241	266	250	240
	American Indian (only)	0	0	2	2	1	1	4	2	2	1
	Hispanic (all races)	37	48	36	34	33	35	38	37	41	44
	White (only) or Unknown	503	586	625	666	649	608	620	606	634	630
	2 or more races (non-Hispanic)			0	1	5	11	14	15	22	9
	<b>Total</b>	<b>868</b>	<b>995</b>	<b>1,010</b>	<b>1,041</b>	<b>986</b>	<b>914</b>	<b>927</b>	<b>934</b>	<b>960</b>	<b>932</b>
<b>Graduate Assistants</b>	Black/African American (only)	142	147	140	145	143	146	131	124	124	122
	Asian/Pacific Islander (only)	1,325	1,398	1,257	1,282	1,340	1,357	1,386	1,381	1,284	1,357
	American Indian (only)	28	34	27	17	17	21	16	13	11	17
	Hispanic (all races)	260	255	268	267	275	299	301	299	279	282
	White (only) or Unknown	3,252	3,272	3,589	3,518	3,507	3,474	3,392	3,264	3,187	3,097
	2 or more races (non-Hispanic)			10	45	64	82	101	99	107	111
	<b>Total</b>	<b>5,007</b>	<b>5,106</b>	<b>5,291</b>	<b>5,274</b>	<b>5,346</b>	<b>5,379</b>	<b>5,327</b>	<b>5,180</b>	<b>4,992</b>	<b>4,986</b>
<b>Total</b>	Black/African American (only)	474	491	478	492	514	530	508	501	543	558
	Asian/Pacific Islander (only)	2,632	2,761	2,628	2,641	2,704	2,705	2,735	2,770	2,779	2,893
	American Indian (only)	95	102	86	77	78	79	70	64	60	62
	Hispanic (all races)	810	833	837	833	833	862	866	881	939	994
	White (only) or Unknown	16,679	16,975	17,537	17,212	17,331	17,349	17,362	17,110	17,119	17,220
	2 or more races (non-Hispanic)			58	126	164	202	255	282	312	311
<b>Grand Total</b>		<b>20,690</b>	<b>21,162</b>	<b>21,624</b>	<b>21,381</b>	<b>21,624</b>	<b>21,727</b>	<b>21,796</b>	<b>21,608</b>	<b>21,752</b>	<b>22,038</b>

Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both Instructional Academic Staff and Other Academic Staff appointments is shown as Instructional Academic Staff. LTEs, student and unclassified hourly workers are excluded. In past years, University Staff were called Classified Staff and Post-Degree Training Staff were called Employees-in-Training. Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are included with White/Unknown. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black, Asian (including Native Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Prepared by: Office of Academic Planning and Institutional Research

Table 2

Headcount of Faculty and Staff by Race/Ethnicity, *Continued*

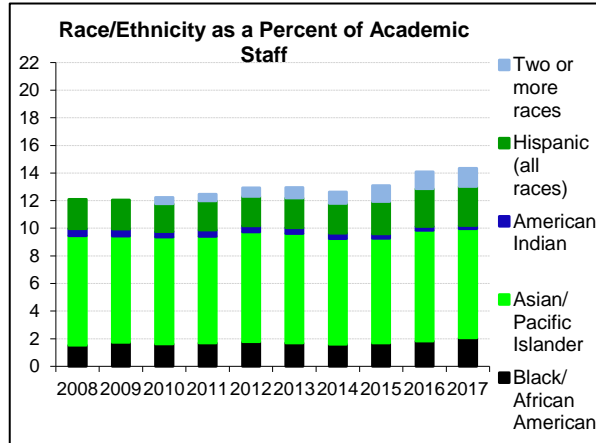
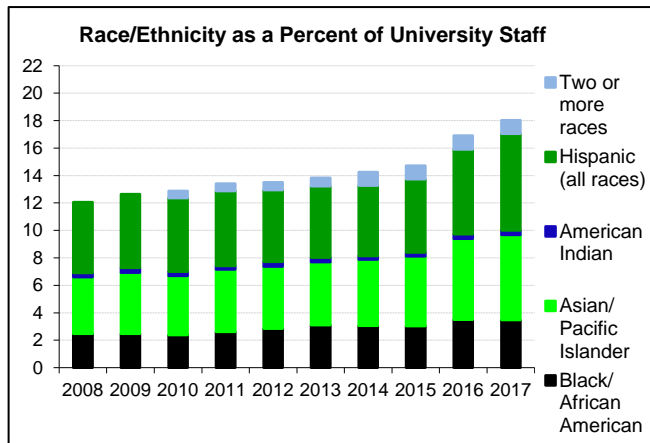
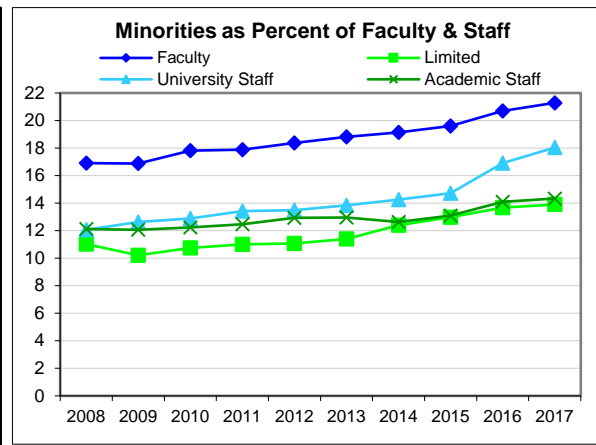
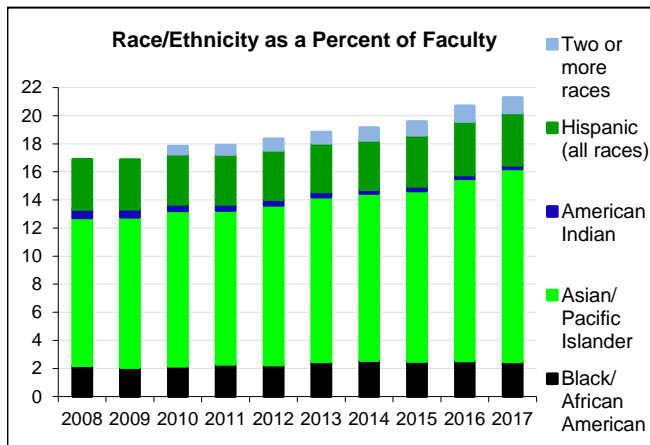
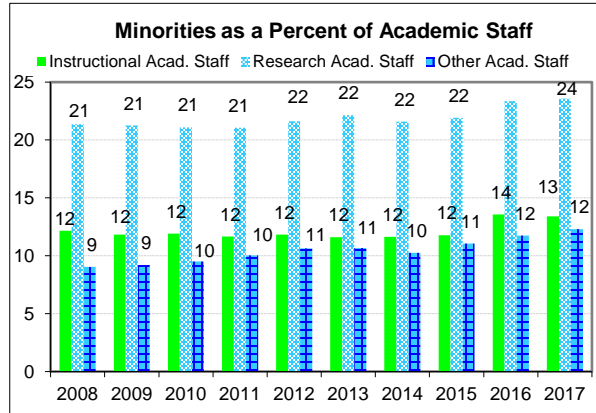
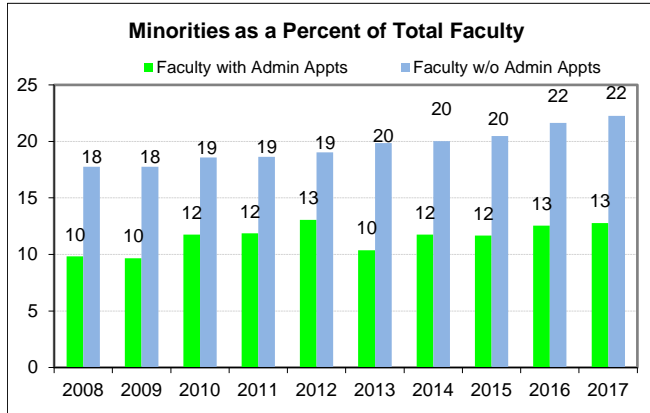




TABLE 3

## 2017 Headcount of Faculty and Staff by Gender and Race/Ethnicity

		Instructional	Research	Other	Exempt	Non-Exempt	Post-Degree				
		Limited	Academic	Academic	Academic	Classified	Classified	Training	Graduate		
Faculty		Staff	Staff	Staff	Staff	Staff	Staff	Staff	Assistants	Total	
Women	Black/African American (only)	31	16	21	7	80	4	63	4	56	282
	Asian (only)	97	13	92	120	173	22	145	69	517	1,248
	American Indian (only)	2	0	2	1	9	0	9	1	12	36
	Hispanic (all races)	32	7	30	24	79	10	143	14	159	498
	Pacific Islander (only)	2	0	2	0	2	0	0	1	2	9
	White (only)	544	227	969	412	2,633	339	1,467	237	1,300	8,128
	2 or more races (non-Hispanic)	11	5	20	6	50	2	18	6	66	184
	Unknown	27	4	76	21	90	1	64	60	115	458
	Total	746	272	1,212	591	3,116	378	1,909	392	2,227	10,843
Percent Minority	23%	15%	14%	27%	13%	10%	20%	24%	36%	21%	
Men	Black/African American (only)	22	17	19	8	47	11	82	4	66	276
	Asian (only)	194	7	99	124	81	20	96	169	834	1,624
	American Indian (only)	3	3	3	0	6	2	4	0	5	26
	Hispanic (all races)	48	6	41	20	56	11	161	30	123	496
	Pacific Islander (only)	0	0	0	0	4	0	3	1	4	12
	White (only)	1,064	239	1,017	553	1,569	486	1,340	233	1,515	8,016
	2 or more races (non-Hispanic)	12	4	11	5	23	2	23	3	45	128
	Unknown	44	6	133	35	52	4	76	100	167	617
	Total	1,387	282	1,323	745	1,838	536	1,785	540	2,759	11,195
Percent Minority	20%	13%	13%	21%	12%	9%	21%	38%	39%	23%	
Grand Total		2,133	554	2,535	1,336	4,954	914	3,694	932	4,986	22,038
Percent Women		35%	49%	48%	44%	63%	41%	52%	42%	45%	49%
Percent Minority		21%	14%	13%	24%	12%	9%	20%	32%	38%	22%

Source: October HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race.

Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Individuals who choose not to report a racial/ethnic category are reported as Unknown.

TABLE 4

## 2017 Headcount of Faculty and Staff by Race/Ethnicity/Non-Resident Alien Status

	Instructional		Research	Other	Exempt	Non-Exempt	Post-Degree		Total	
	Limited	Academic	Academic	Academic	Classified	Classified	Training	Graduate		
	Faculty	Staff	Staff	Staff	Staff	Staff	Staff	Assistants		
Black/African American (only)	51	33	39	13	125	15	142	5	95	518
Asian (only)	271	20	169	177	220	42	239	40	211	1,389
American Indian (only)	5	3	5	1	15	2	13	1	16	61
Hispanic (all races)	77	13	66	36	131	21	297	19	195	855
Pacific Islander (only)	2	0	2	0	6	0	3	1	4	18
White (only)	1,596	466	1,967	918	4,189	825	2,805	378	2,622	15,766
2 or more races (non-Hispanic)	23	9	31	11	73	4	41	8	103	303
Unknown	64	10	190	40	135	5	139	84	26	693
Nonresident Alien	44	0	66	140	60	0	15	396	1,714	2,435
Total	2,133	554	2,535	1,336	4,954	914	3,694	932	4,986	22,038
Percent Resident Minority	20.0%	14.1%	12.2%	17.8%	11.4%	9.2%	19.8%	7.8%	12.4%	14.2%
Percent Nonresident Alien	2.1%	0.0%	2.6%	10.5%	1.2%	0.0%	0.4%	42.5%	34.4%	11.0%

Source: October HRS data.

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race.

Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic

heritage are reported in the two or more races category. Individuals who choose not to report a racial/ethnic category are reported as unknown. Individuals with a non-permanent Visa status, regardless of race or ethnic heritage, are reported as Nonresident Alien.

Prepared by: Office of Academic Planning and Institutional Research

Table 5

## Faculty Headcount by Rank and Gender

		1987	1995	2000	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Professor</b>	Women	140	181	233	307	312	324	322	329	338	363	370	365	367
	Men	1,366	1,248	1,127	987	969	959	922	942	952	961	944	926	902
	Total	1,506	1,429	1,360	1,294	1,281	1,283	1,244	1,271	1,290	1,324	1,314	1,291	1,269
	% Women	9%	13%	17%	24%	24%	25%	26%	26%	26%	27%	28%	28%	29%
<b>Associate Professor</b>	Women	79	135	125	151	153	157	163	172	171	160	168	177	180
	Men	292	319	266	278	281	290	269	249	249	253	240	230	229
	Total	371	454	391	429	434	447	432	421	420	413	408	407	409
	% Women	21%	30%	32%	35%	35%	35%	38%	41%	41%	39%	41%	43%	44%
<b>Assistant Professor</b>	Women	137	146	161	190	198	192	186	199	205	219	212	199	199
	Men	342	253	262	265	262	254	273	282	274	264	271	257	256
	Total	479	342	342	342	342	342	342	342	342	342	342	342	342
	% Women	29%	37%	38%	42%	43%	43%	41%	41%	43%	45%	44%	44%	44%
<b>Instructor</b>	Women	2	0	0	0	0	1	0	0	0	0	0	0	0
	Men	2	0	0	0	0	0	0	0	0	0	0	0	0
	Total	4	0	0	0	0	1	0	0	0	0	0	0	0
<b>Total Faculty</b>	Women	358	462	519	648	663	674	671	700	714	742	750	741	746
	Men	2,002	1,820	1,655	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413	1,387
	<b>Total</b>	2,360	2,282	2,174	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154	2,133
<i>Women as % of Total</i>		15.2	20.2	23.9	29.8	30.5	31.0	31.4	32.2	32.6	33.4	34.0	34.4	35.0

SOURCE: October IADS and HRS data. NOTES: Madison Plan in 1988 and Strategic Hiring Initiative from 1997-2002 and 2003-present both had goals to increase women hires in underrepresented areas.

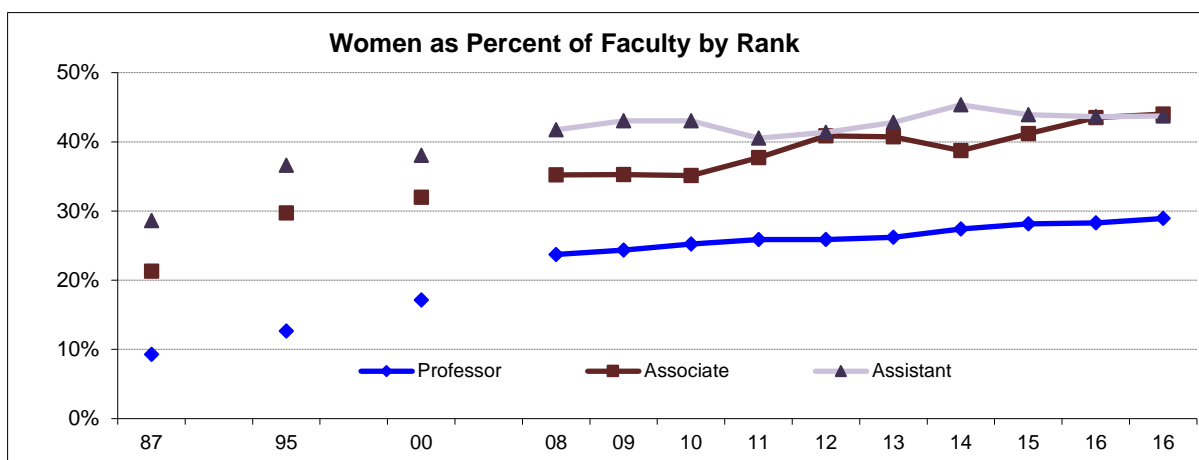


Table 6

## Faculty Headcount by Rank and Race/Ethnicity

	1987	1995	2000	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Professor</b>													
Black	17	20	18	25	22	20	21	20	22	23	25	25	24
Asian/Pacific Islander	44	52	57	93	100	109	111	115	123	139	140	147	155
American Indian	0	3	3	3	3	2	3	3	4	4	4	3	3
Hispanic	14	21	29	32	32	34	36	36	38	38	39	37	33
Two or more races						6	6	6	6	7	8	8	8
Unknown					11	15	10	13	18	21	22	14	14
White	1,431	1,333	1,253	1,141	1,113	1,097	1,057	1,078	1,079	1,092	1,076	1,057	1,032
Total	1,506	1,429	1,360	1,294	1,281	1,283	1,244	1,271	1,290	1,324	1,314	1,291	1,269
Percent minority	5.0	6.7	7.9	11.8	12.3	13.3	14.2	14.2	15.0	15.9	16.4	17.0	17.6
<b>Associate Professor</b>													
Black	5	10	11	8	7	8	6	8	10	9	8	9	8
Asian/Pacific Islander	20	25	31	60	57	58	51	58	66	60	57	57	54
American Indian	3	2	1	6	5	5	5	6	4	2	2	2	1
Hispanic	6	16	13	12	15	18	19	17	18	24	24	25	23
Two or more races						2	3	4	2	3	3	4	6
Unknown					10	13	14	16	20	18	16	6	10
White	337	401	335	343	340	343	334	312	300	297	298	304	307
Total	371	454	391	429	434	447	432	421	420	413	408	407	409
Percent minority	9.2	11.7	14.3	20.0	19.4	20.4	19.4	22.1	23.8	23.7	23.0	23.8	22.5
<b>Assistant Professor</b>													
Black	4	10	23	15	16	19	22	21	22	26	23	21	21
Asian/Pacific Islander	24	37	59	76	75	71	71	73	67	65	70	75	84
American Indian	0	3	2	4	4	3	1	0	0	0	1	1	1
Hispanic	9	15	17	35	29	25	21	23	20	16	17	20	24
Two or more races						4	5	7	8	10	11	12	9
Unknown					18	24	39	45	51	55	59	41	47
White	442	334	322	325	318	300	300	312	311	311	302	286	269
Total	479	399	423	455	460	446	459	481	479	483	483	456	455
Percent minority	7.7	16.3	23.9	28.6	27.0	27.4	26.1	25.8	24.4	24.2	25.3	28.3	30.5
<b>Instructor</b>													
Black	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or more races						0	0	0	0	0	0	0	0
Unknown						1	0	0	0	0	0	0	0
White	4	0	0	0	0	0	0	0	0	0	0	0	0
Total	4	0	0	0	0	1	0	0	0	0	0	0	0
<b>Total Faculty</b>													
Black	26	40	52	48	45	47	49	49	54	58	56	55	53
Asian/Pacific Islander	88	114	147	229	232	238	233	246	256	264	267	279	293
American Indian	3	8	6	13	12	10	9	9	8	6	7	6	5
Hispanic	29	52	59	79	76	77	76	76	76	78	80	82	80
Two or more races						12	14	17	16	20	22	24	23
Unknown					39	53	63	74	89	94	97	61	71
White	2,214	2,068	1,910	1,809	1,771	1,740	1,691	1,702	1,690	1,700	1,676	1,647	1,608
Total	4,738	4,599	4,394	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154	2,133
Minority as % of Total Faculty	3.1	4.7	6.0	16.9	16.8	17.6	17.8	18.3	18.7	19.2	19.6	20.7	21.3

SOURCE: October IADS ad HRS data. NOTES: Madison Plan operated from 1988-1993; Strategic Hiring Initiative ran from 1997-2002 and 2003-present. Both programs had goals to increase minority hires. In 2008 and prior years, "White" includes people who chose not to report their race/ethnicity. Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black/African American, Asian (including Native Hawaiian or Pacific Islander), American Indian or Alaska Native, Hispanic, or White.

Prepared by: Office of Academic Planning and Institutional Research

4/26/2018

Table 6

Faculty Headcount by Rank and Race/Ethnicity (continued)

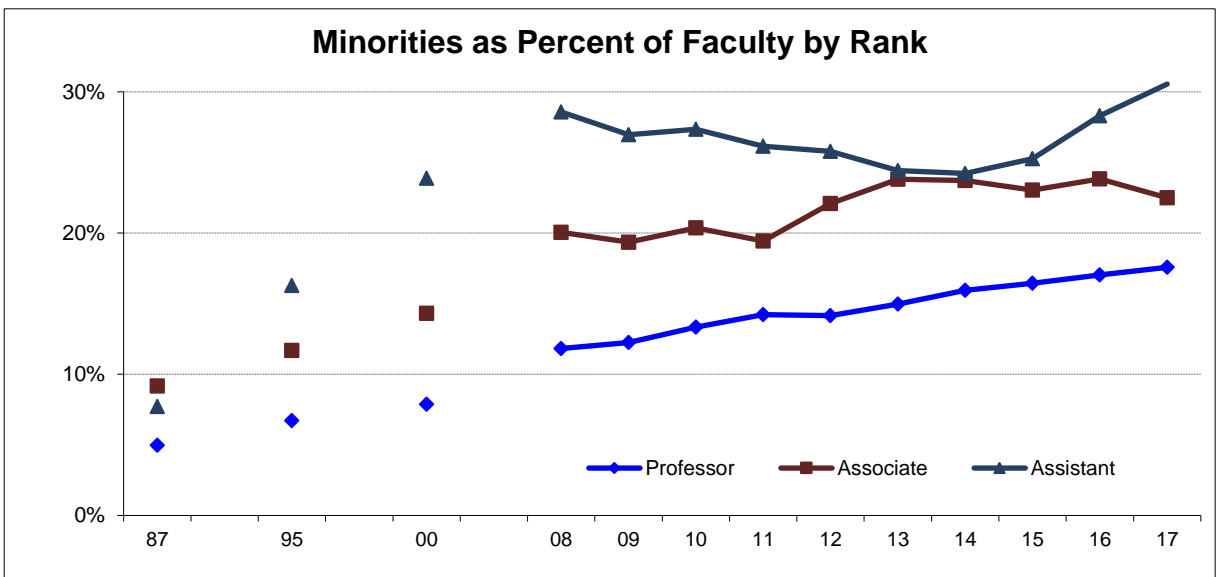
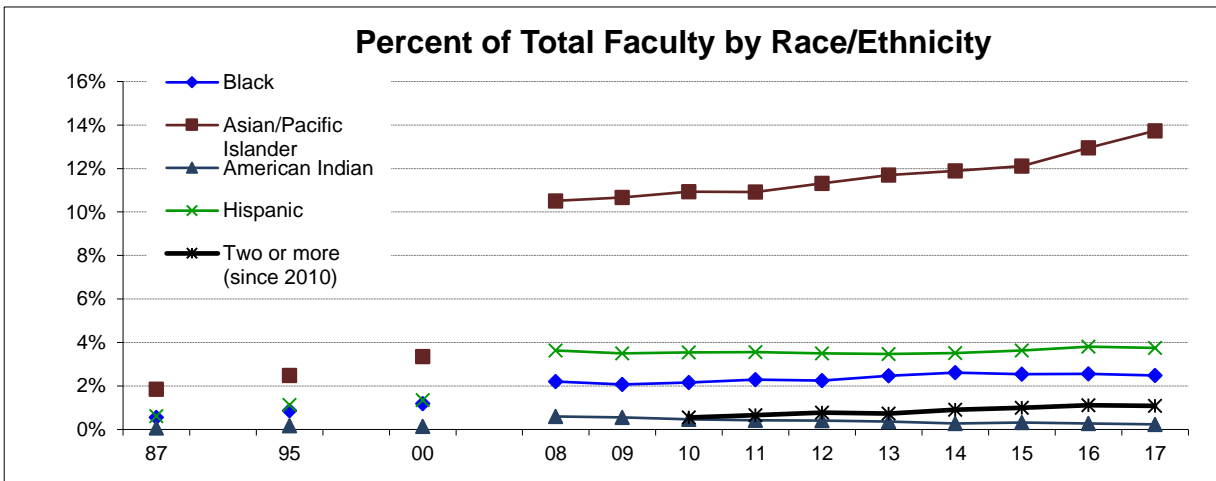


Table 7

## Faculty Tenure Promotions by Gender

Entering Cohort	Women					Men				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Still Probationary	Promoted	Still Probationary		Promoted	Still Probationary	Promoted	Still Probationary
2002-03	36	56	25	67	6	57	56	25	81	0
2003-04	38	29	58	74	0	37	46	32	73	0
2004-05	29	48	34	72	0	52	62	15	73	0
2005-06	37	49	32	70	3	50	52	34	76	2
2006-07	35	49	40	83	0	48	60	35	81	2
2007-08	37	43	43	78	0	54	56	33	78	0
2008-09	18	33	44	61	6	51	59	25	82	0
2009-10	37	30	43			37	30	41		
2010-11	32	44	34			48	54	31		
2011-12	37	38	46			57	44	44		
Average		42	40	73	2		53	31	78	1

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2011-12 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Three faculty hired between 2002-03 and 2008-09 were promoted after 9 years (not shown).

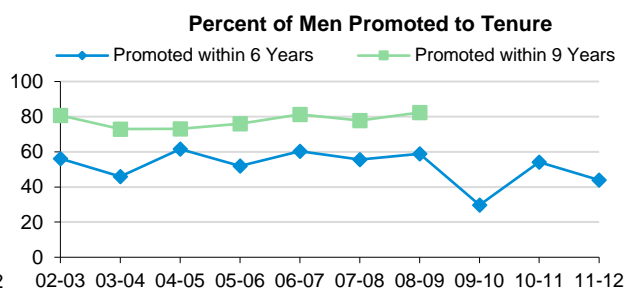
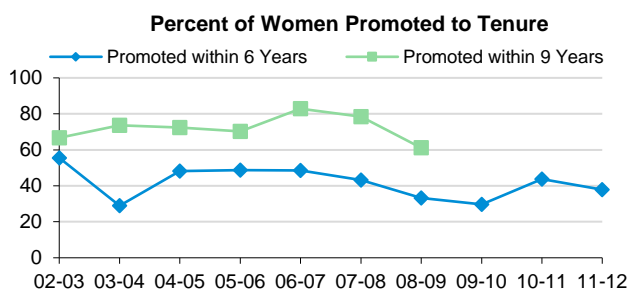


Table 8

### Faculty Tenure Promotions by Minority Status

Entering Cohort	Total Hired	Minority				Non-Minority			
		Percent After 6 Years:		Percent After 9 Years:		Percent After 6 Years:		Percent After 9 Years:	
		Still		Still		Still		Still	
		Promoted	Probationary	Promoted	Probationary	Promoted	Probationary	Promoted	Probationary
2002-03	20	65	10	70	5	73	53	29	77
2003-04	22	45	41	77	0	53	34	47	72
2004-05	20	35	30	55	0	61	64	20	79
2005-06	20	45	35	75	0	67	52	33	73
2006-07	23	52	43	78	0	60	57	35	83
2007-08	30	47	47	80	0	61	52	33	77
2008-09	18	61	28	78	0	51	49	31	76
2009-10	17	6	65			57	37	35	
2010-11	27	44	33			53	53	32	
2011-12	13	46	46			81	41	44	
Average		40	33	74	1		49	34	77

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2011-12 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, Pacific Islander, or two or more races. See Technical Note #9 for an explanation of how time to tenure is calculated. Three faculty hired between 2002-03 and 2008-09 were promoted after 9 years (not shown).

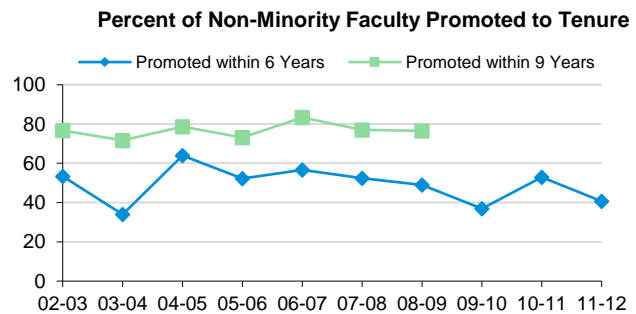
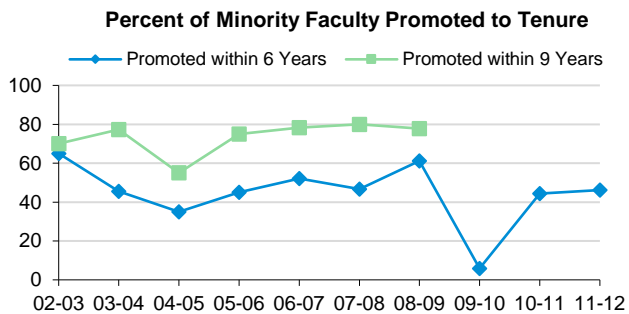


Table 9

## Faculty Tenure Promotions by Divisional Committee Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social Sciences		
	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years
2002-03	30	43	67	22	64	86	20	75	90	21	48	62
2003-04	25	36	84	15	53	87	12	25	75	23	35	52
2004-05	20	60	75	19	68	79	13	62	69	29	45	69
2005-06	23	39	70	19	68	79	15	67	87	30	40	67
2006-07	21	52	86	24	75	92	12	50	75	26	42	73
2007-08	30	53	93	20	60	80	15	33	60	26	50	69
2008-09	23	57	87	20	60	85	6	83	83	20	30	55
2009-10	15	27		18	33		14	36		27	26	
2010-11	23	52		11	36		18	44		28	57	
2011-12	34	29		13	62		26	42		21	48	
Average	24	45	80	18	60	84	15	50	77	25	42	65

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2011-12 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Three faculty hired between 2002-03 and 2008-09 were promoted after 9 years (not shown).

## Faculty Tenure Promotions by Divisional Committee Affiliation

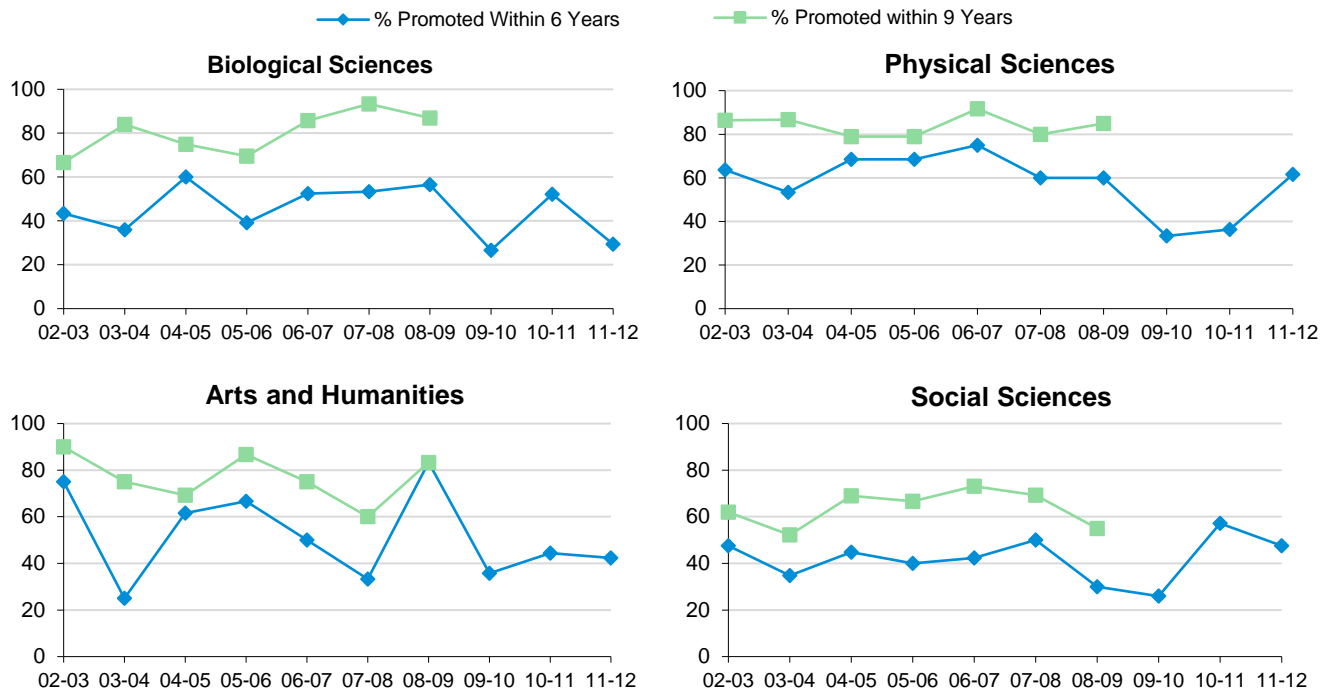


Table A-1

## Women in Science Faculty Hires at UW Madison 1982-83 through 2017-18

Year of Hire	Total New Hires	Women Faculty Hires					Women as % of Hires				
		Total	Biological Sciences	Physical Sciences	Arts & Humanities	Social Sciences	Total	Biological Sciences	Physical Sciences	Arts & Humanities	Social Sciences
1993-94	92	25	7	2	1	15	27%	18%	15%	17%	43%
1994-95	72	28	12	2	3	11	39%	35%	20%	50%	50%
1995-96	77	20	7	3	2	8	26%	21%	23%	33%	33%
1996-97	69	22	4	1	8	9	32%	17%	9%	62%	43%
1997-98	86	37	11	2	5	19	43%	37%	18%	50%	54%
1998-99	98	37	12	5	8	12	38%	44%	28%	40%	36%
1999-00	134	43	13	5	8	17	32%	31%	15%	47%	40%
2000-01	157	57	17	5	14	21	36%	37%	19%	42%	41%
2001-02	155	47	12	3	16	16	30%	24%	12%	55%	31%
2002-03	123	43	12	7	12	12	35%	26%	24%	67%	40%
2003-04	99	45	19	5	7	14	45%	45%	33%	58%	47%
2004-05	97	34	10	7	2	15	35%	31%	35%	17%	45%
2005-06	106	43	9	2	12	20	41%	25%	11%	67%	61%
2006-07	113	45	13	7	6	19	40%	39%	23%	50%	50%
2007-08	112	42	17	2	4	19	38%	34%	11%	40%	58%
2008-09	94	27	8	2	7	10	29%	24%	10%	58%	36%
2009-10	93	43	15	6	7	15	46%	52%	32%	54%	47%
2010-11	105	40	9	2	13	16	38%	29%	14%	62%	41%
2011-12	119	46	21	2	13	10	39%	42%	14%	52%	33%
2012-13	129	58	18	6	6	28	45%	49%	24%	38%	55%
2013-14	110	45	16	2	12	15	41%	41%	12%	71%	41%
2014-15	101	55	19	4	10	22	54%	51%	31%	67%	61%
2015-16	82	29	9	7	4	9	35%	29%	26%	44%	60%
2016-17	83	33	12	4	4	13	40%	33%	27%	50%	54%
2017-18^	105	51	21	3	9	18	49%	48%	17%	75%	58%
since 2008	1021	427	148	38	85	156	42%	40%	21%	57%	48%

^ Preliminary data.

Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. The legislature authorized over 100 additional faculty positions in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW Madison faculty. Approximately 150 cluster faculty positions were approved from 1998 through 2003. Discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Prepared by: Margaret Harrigan, Office of Academic Planning and Institutional Research

4/18/18



**Table A-2**  
**Minority Faculty Hires at UW Madison 1993-94 through 2017-18**

Year of Hire	Total Faculty Hired	Minority Faculty Hired						Percent Minority	Non-Asian Minority
		Total	Black	Asian	American Indian	Hispanic	Two or More Races		
1993-94	92	14	0	12	0	2		15%	2%
1994-95	72	9	2	4	0	3		13%	7%
1995-96	77	13	2	10	1	0		17%	4%
1996-97	69	11	2	5	0	4		16%	9%
1997-98	87	23	3	18	0	2		26%	6%
1998-99	98	20	6	10	0	4		20%	10%
1999-00	134	23	3	14	2	4		17%	7%
2000-01	157	42	9	28	0	5		27%	9%
2001-02	155	42	7	29	2	4		27%	8%
2002-03	123	24	3	18	1	2		20%	5%
2003-04	99	25	0	14	2	9		25%	11%
2004-05	97	23	5	14	0	4		24%	9%
2005-06	106	25	2	13	0	10		24%	11%
2006-07	113	27	4	18	1	4		24%	8%
2007-08	111	33	4	21	1	7		30%	11%
2008-09	94	21	1	17	0	3		22%	4%
2009-10	93	20	5	12	0	3		22%	9%
2010-11	105	32	5	21	0	4	2	30%	10%
2011-12	119	15	4	8	0	3	0	13%	6%
2012-13	129	38	5	24	0	5	4	29%	10%
2013-14	110	27	6	15	0	4	2	25%	9%
2014-15	101	31	6	14	0	5	6	31%	15%
2015-16	82	25	2	18	1	4	0	30%	9%
2016-17	83	28	5	16	0	5	2	34%	12%
2017-18^	105	39	4	29	0	5	1	37%	9%
since 2008	1021	276	43	174	1	41	17	27%	10%

^Preliminary data.

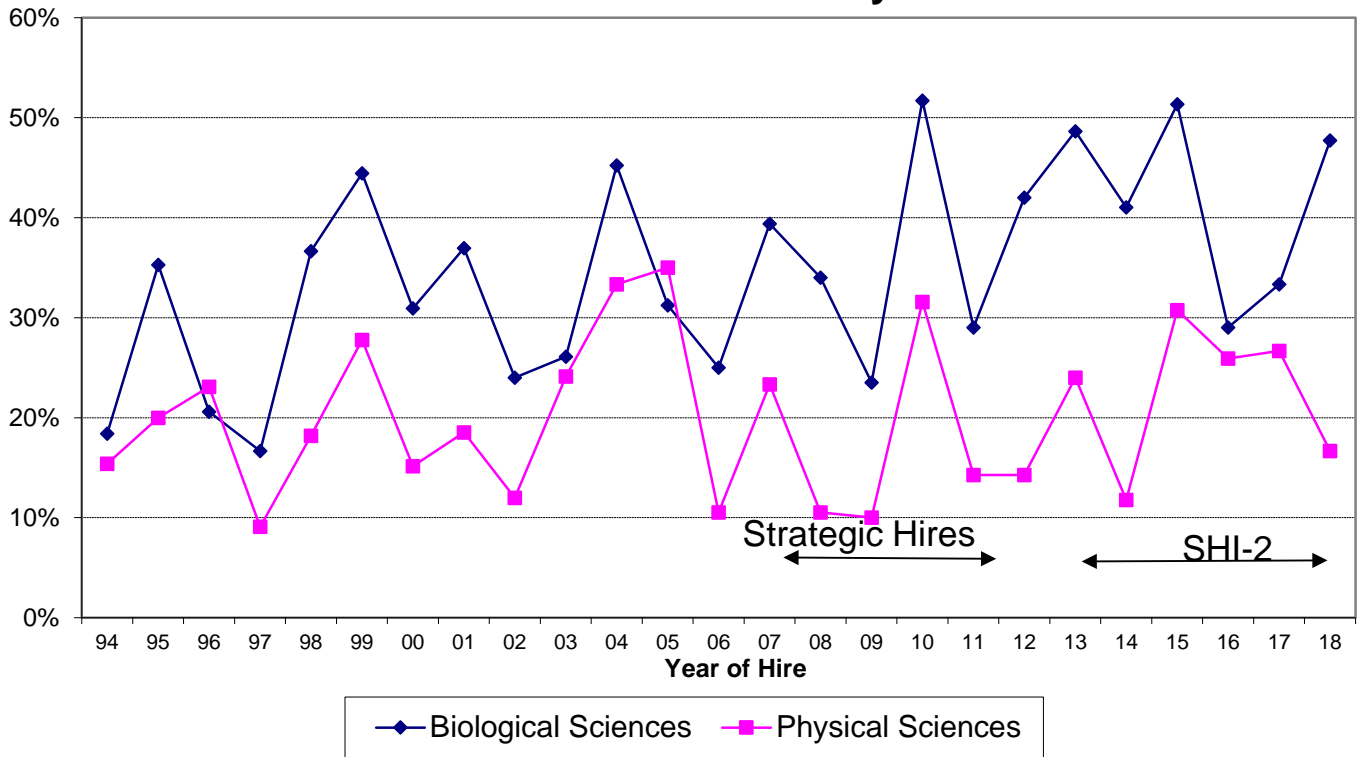
Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. Faculty transferred from UW-Extension in 1985-86 are not counted as new hires for this table. Data collection for race/ethnicity changed in 2010: see notes for Table 2.

Prepared by: Office of Academic Planning and Institutional Research

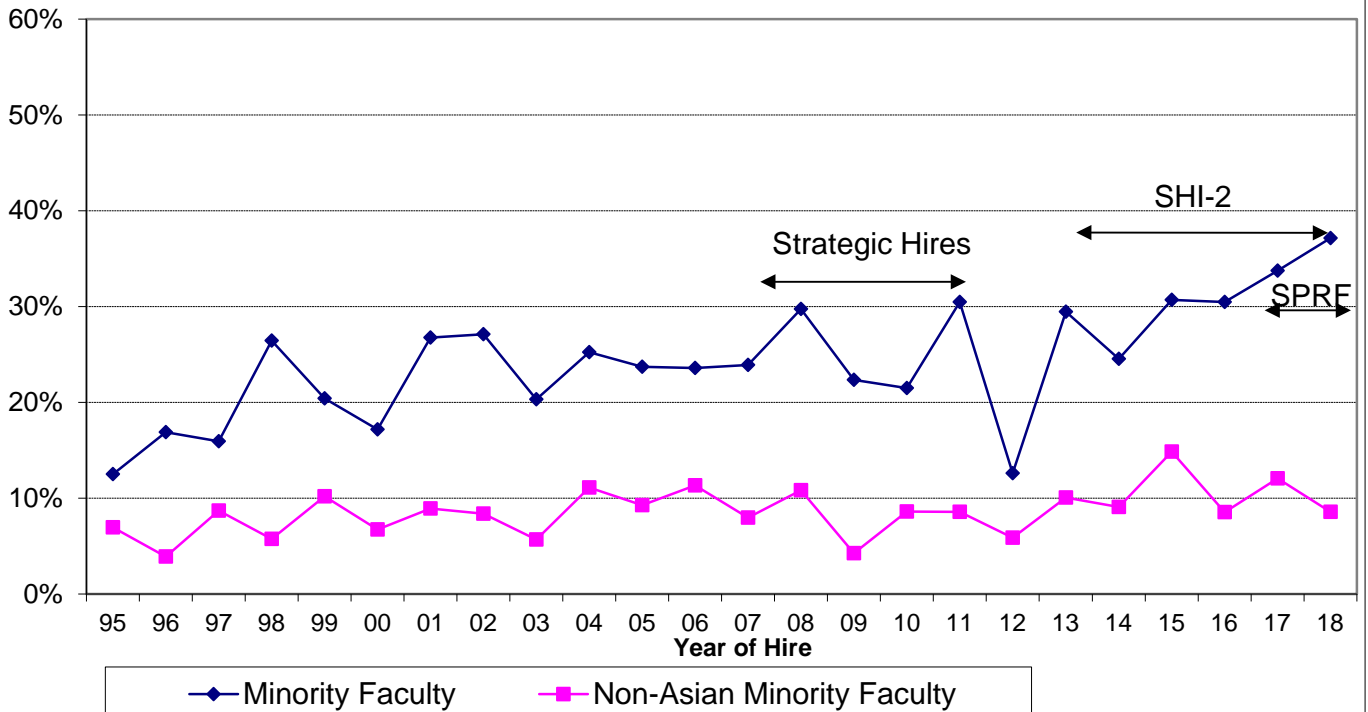
04/18/18

## UW-Madison Faculty Hires - 1994-95 through 2017-18, Continued

### UW-Madison Women Science Faculty Hires as a Percent of All Science Faculty Hires



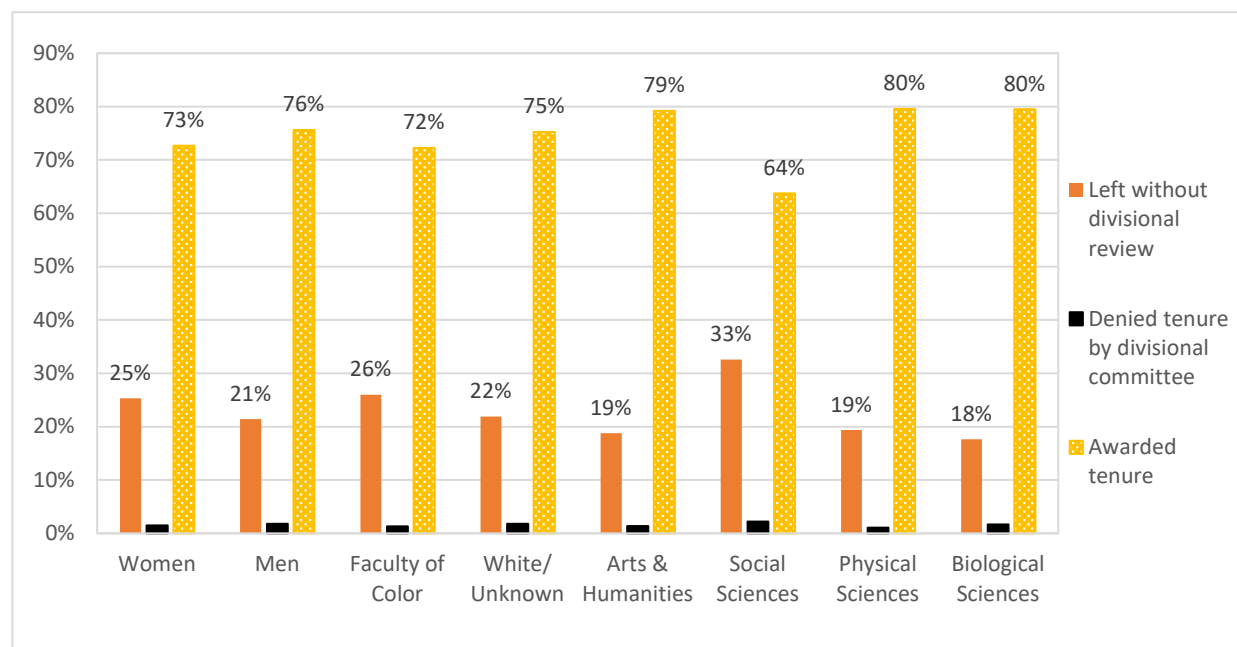
### UW-Madison Faculty Hires by Minority Status



**Table A-3**

**UW-Madison Tenure-Track Faculty Hired 2001-02 through 2010-11: Tenure Review Outcomes**

	Total	Still probationary		Left without divisional review		Denied tenure by divisional committee		Awarded tenure	
	Count	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Women	340	2	1%	86	25%	5	1%	247	73%
Men	509	6	1%	109	21%	9	2%	385	76%
Faculty of Color	227	1	0%	59	26%	3	1%	164	72%
White/Unknown	622	7	1%	136	22%	11	2%	468	75%
<i>Divisional Committee:</i>									
Arts and Humanities	149	1	1%	28	19%	2	1%	118	79%
Biological Sciences	244	3	1%	43	18%	4	2%	194	80%
Physical Sciences	186	0	0%	36	19%	2	1%	148	80%
Social Sciences	270	4	1%	88	33%	6	2%	172	64%
Total	849	8	1%	195	23%	14	2%	632	74%



SOURCE: IADS and HRS tenure data., Secretary of the Faculty records of divisional committee reviews.

NOTES: Faculty of Color includes individuals who identified themselves as Black/African American, Hispanic/Latinx, Asian/Asian American, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, or two or more races. The divisional review information includes cases that came before the divisional committees during academic years 2006-07 to 2017-18. Individuals hired in 2001-06 who left prior to 2006-07 are assumed to have left without divisional committee review. Individuals who left without divisional committee review include both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed.

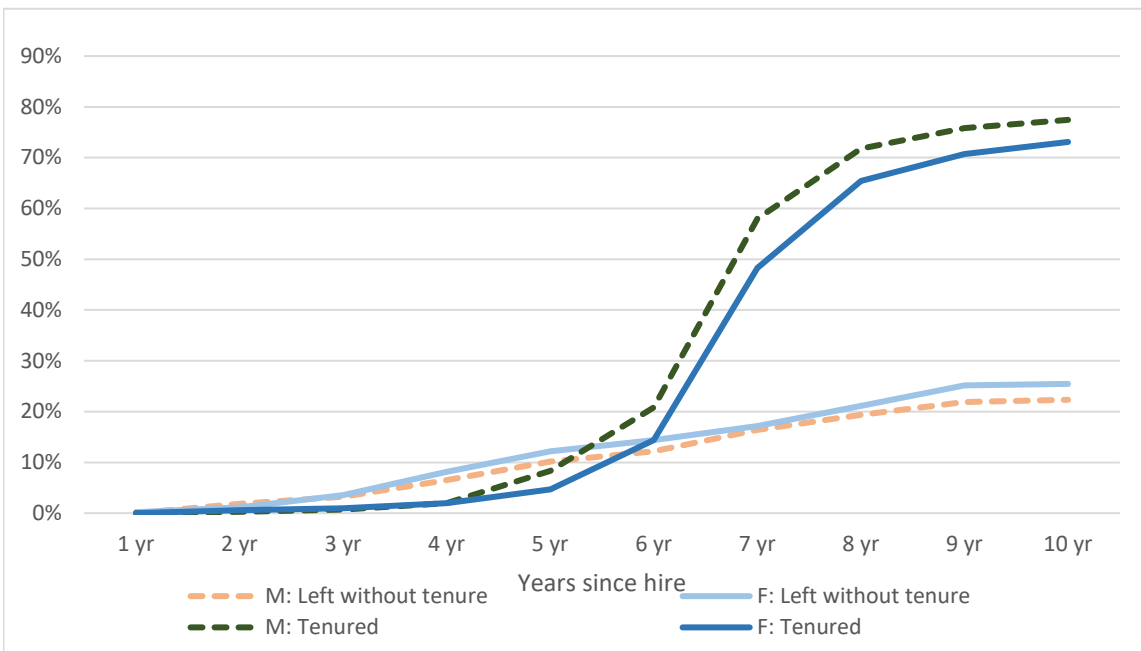
Prepared by: Academic Planning and Institutional Research (mh)

5/31/2018

**Table A-4**

**Tenure-Track Faculty Outcomes by Gender and Years Since Hire:  
Faculty Hired 2001-02 through 2014-15**

	Percent in Tenure Status by Years Since Hire:									
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr
<b>Men</b>										
Probationary	100%	98%	96%	92%	81%	67%	26%	9%	2%	0%
Left without Tenure	0%	2%	3%	6%	10%	12%	16%	19%	22%	22%
Tenured	0%	0%	1%	2%	8%	21%	58%	72%	76%	77%
Cohort Headcount	713	713	713	709	670	624	574	517	480	430
<b>Women</b>										
Probationary	100%	98%	95%	90%	83%	71%	35%	13%	4%	1%
Left without Tenure	0%	1%	4%	8%	12%	14%	17%	21%	25%	25%
Tenured	0%	1%	1%	2%	5%	14%	48%	65%	71%	73%
Cohort Headcount	511	511	511	505	467	431	385	350	314	275



SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits); time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Cohorts of faculty by years since hire differ in size. Faculty status one year since hire examines status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (430 men and 275 women, hired between 2001-02 and 2008-09).

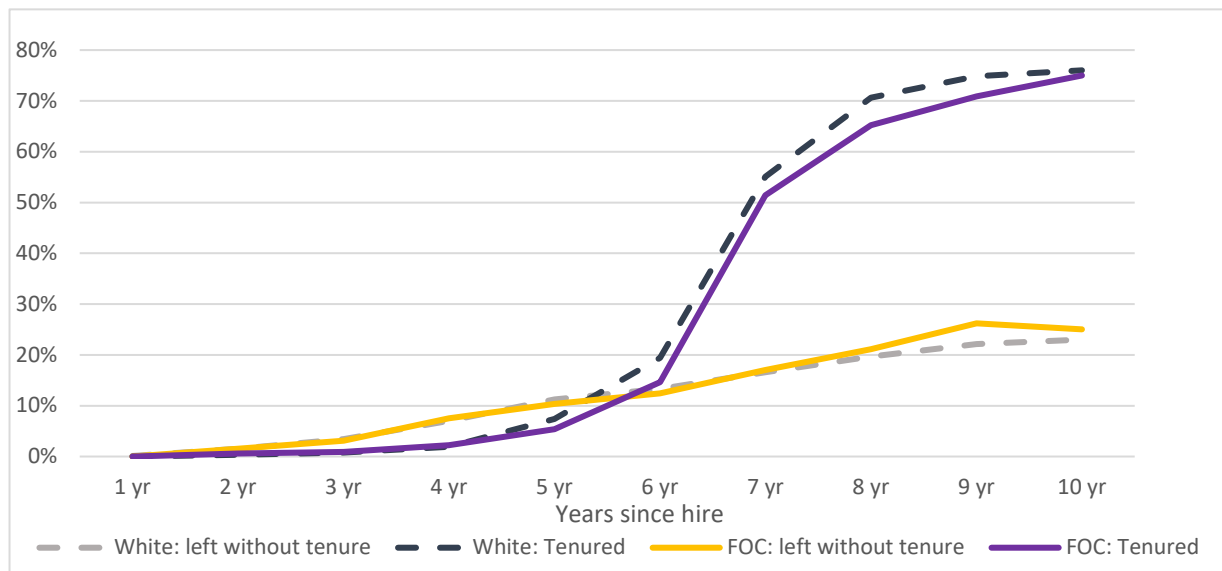
Prepared by: Office of Academic Planning and Institutional Research (mh)

5/31/2018

Table A-5

**Tenure-Track Faculty Outcomes by Faculty of Color Status and Years Since Hire**  
**Faculty Hired 2001-02 through 2014-15**

	Percent in Tenure Status by Years Since Hire:									
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr
<b>White/Unknown</b>										
Probationary	100%	98%	96%	91%	81%	67%	28%	10%	3%	1%
Left without tenure	0%	2%	3%	7%	11%	13%	17%	20%	22%	23%
Tenured	0%	0%	1%	2%	7%	19%	55%	71%	75%	76%
Cohort Headcount	902	902	902	896	838	782	712	640	588	517
<b>Faculty of Color</b>										
Probationary	100%	98%	96%	90%	84%	73%	32%	14%	3%	0%
Left without tenure	0%	2%	3%	8%	10%	12%	17%	21%	26%	25%
Tenured	0%	1%	1%	2%	5%	15%	51%	65%	71%	75%
Cohort Headcount	322	322	322	318	299	273	247	227	206	188



SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits); time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Faculty of Color includes individuals who identify as Black/African American, Hispanic/Latinx, Asian/Asian American, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, or two or more races. Cohorts of faculty by years since hire differ in size. Faculty status one year since hire examines status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (902 White faculty and 322 Faculty of Color); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (517 White faculty and 188 Faculty of Color, hired between 2001-02 and 2008-09).

Prepared by: Office of Academic Planning and Institutional Research (mh)

5/31/2018

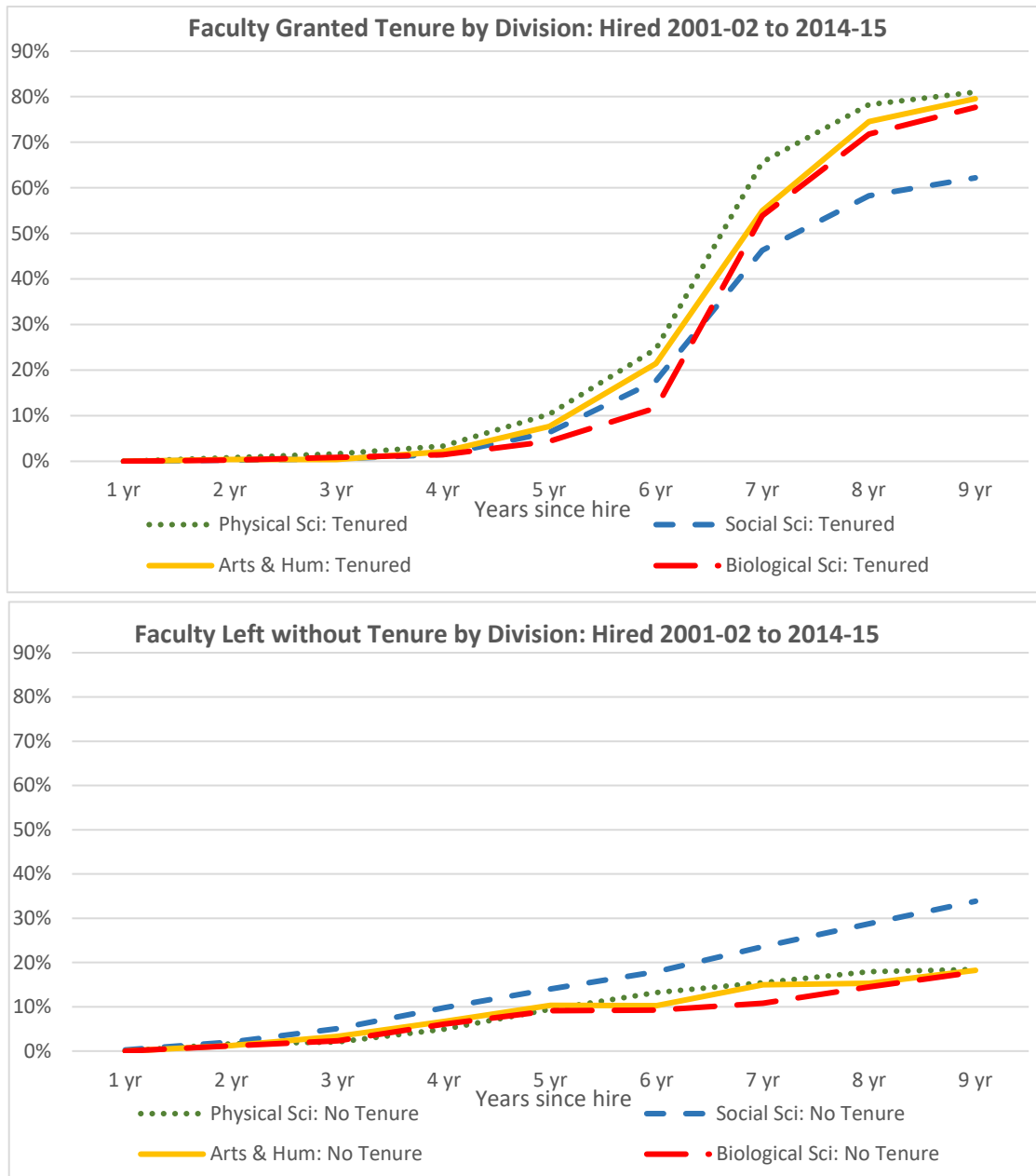
Table A-6

**Tenure-Track Faculty Outcomes by Divisional Committee Affiliation:  
Faculty Hired 2001-02 through 2014-15**

	<b>Percent in Tenure Status by Years Since Hire:</b>								
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr
<b>Biological Sciences</b>									
Probationary	100%	99%	97%	92%	87%	79%	35%	14%	4%
Left without tenure	0%	1%	2%	6%	9%	9%	11%	15%	18%
Tenured	0%	0%	1%	1%	4%	12%	54%	72%	78%
Cohort Headcount	347	347	347	345	319	291	269	241	224
<b>Arts and Humanities</b>									
Probationary	100%	98%	96%	91%	82%	68%	30%	10%	2%
Left without tenure	0%	1%	3%	7%	10%	10%	15%	15%	18%
Tenured	0%	0%	0%	2%	8%	21%	55%	75%	80%
Cohort Headcount	241	241	241	239	222	205	180	157	137
<b>Physical Sciences</b>									
Probationary	100%	98%	96%	92%	80%	62%	19%	4%	1%
Left without tenure	0%	2%	2%	5%	9%	13%	15%	18%	18%
Tenured	0%	1%	2%	3%	10%	25%	66%	78%	81%
Cohort Headcount	245	245	245	241	232	219	201	184	179
<b>Social Sciences</b>									
Probationary	100%	98%	94%	89%	80%	64%	30%	13%	4%
Left without tenure	0%	2%	5%	10%	14%	18%	24%	29%	34%
Tenured	0%	0%	1%	2%	6%	18%	46%	58%	62%
Cohort Headcount	391	391	391	389	364	340	309	285	254

Table A-6 Continued

**Tenure-Track Faculty Outcomes by Divisional Committee Affiliation:  
Faculty Hired 2001-02 through 2014-15**



SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits). Time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Cohorts of faculty by years since hire differ in size. Faculty examined one year since hire includes status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (e.g., 347 Biological Sciences faculty); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (e.g., 224 Biological Sciences faculty, hired between 2001-02 and 2008-09).

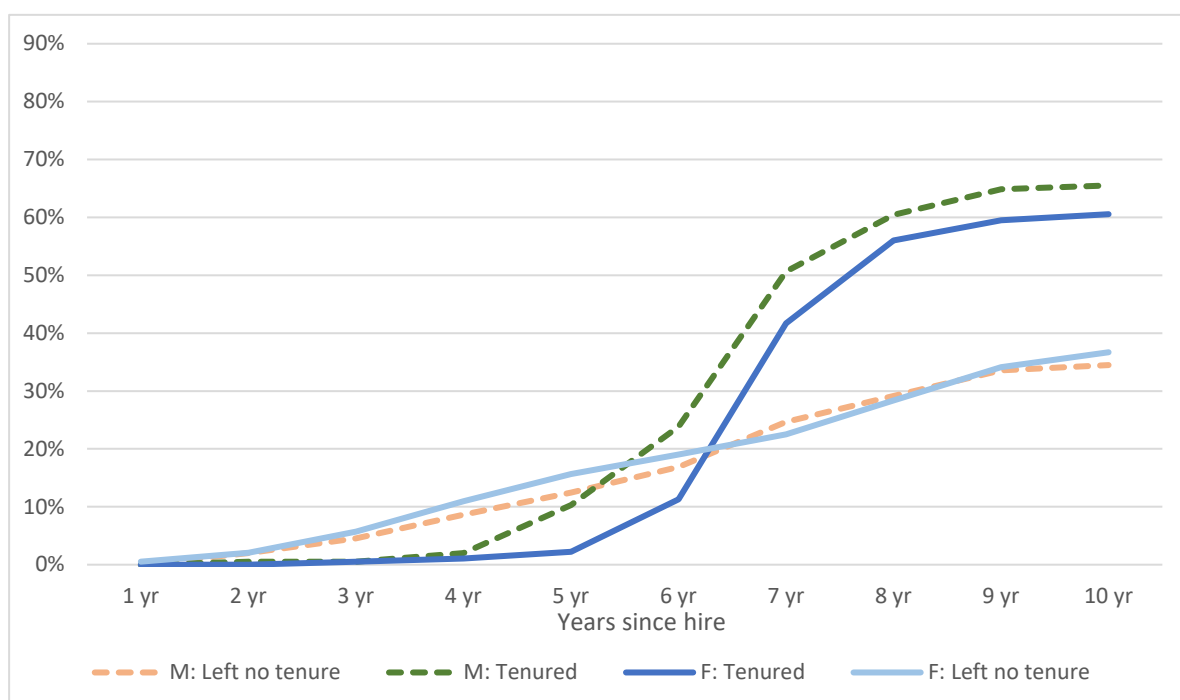
Prepared by: Office of Academic Planning and Institutional Research (mh)

5/31/2018

Table A-7

**Tenure-Track Faculty Outcomes: Social Sciences Division by Gender**  
**Faculty Hired 2001-02 through 2014-15**

	Percent in Tenure Status by Years Since Hire:									
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr
<b>Men</b>										
Probationary	100%	97%	95%	89%	77%	59%	25%	10%	2%	0%
Left without tenure	0%	2%	5%	9%	12%	17%	25%	29%	34%	34%
Tenured	0%	1%	1%	2%	10%	24%	51%	60%	65%	66%
Cohort Headcount	199	199	199	197	185	172	158	144	128	116
<b>Women</b>										
Probationary	99%	98%	94%	88%	82%	70%	36%	16%	6%	3%
Left without tenure	1%	2%	6%	11%	16%	19%	23%	28%	34%	37%
Tenured	0%	0%	1%	1%	2%	11%	42%	56%	60%	61%
Cohort Headcount	192	192	192	192	179	168	151	141	126	109



SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits); time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Cohorts of faculty by years since hire differ in size. Faculty status one year since hire examines status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (430 men and 275 women, hired between 2001-02 and 2008-09).

Prepared by: Office of Academic Planning and Institutional Research (mh)

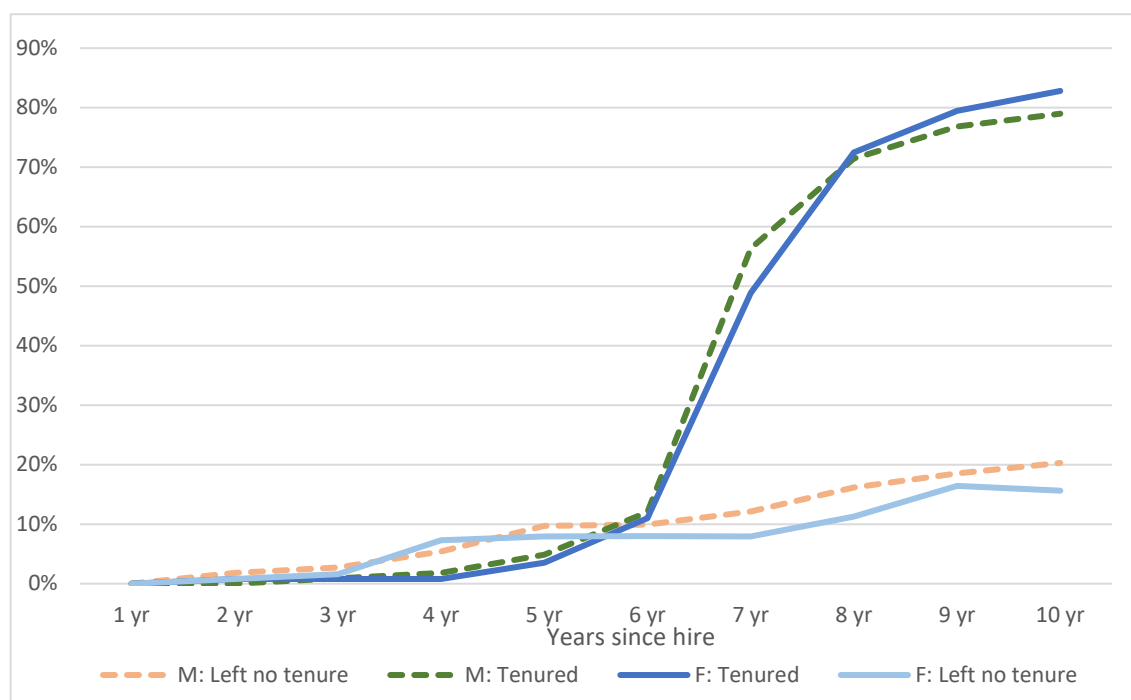
5/31/2018



Table A-8

**Tenure-Track Faculty Outcomes: Biological Sciences Division by Gender**  
**Probationary Faculty Hired 2001-02 through 2014-15**

	Years Since Hire:									
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr
<b>Men</b>										
Probationary	100%	98%	96%	93%	85%	78%	31%	12%	5%	1%
Left without tenure	0%	2%	3%	5%	10%	10%	12%	16%	19%	20%
Tenured	0%	0%	1%	2%	5%	12%	56%	71%	77%	79%
Cohort Headcount	222	222	222	222	206	191	181	161	151	138
<b>Women</b>										
Probationary	100%	98%	98%	92%	88%	81%	43%	16%	4%	2%
Left without tenure	0%	1%	2%	7%	8%	8%	8%	11%	16%	16%
Tenured	0%	1%	1%	1%	4%	11%	49%	73%	79%	83%
Cohort Headcount	125	126	125	123	113	100	88	80	73	64



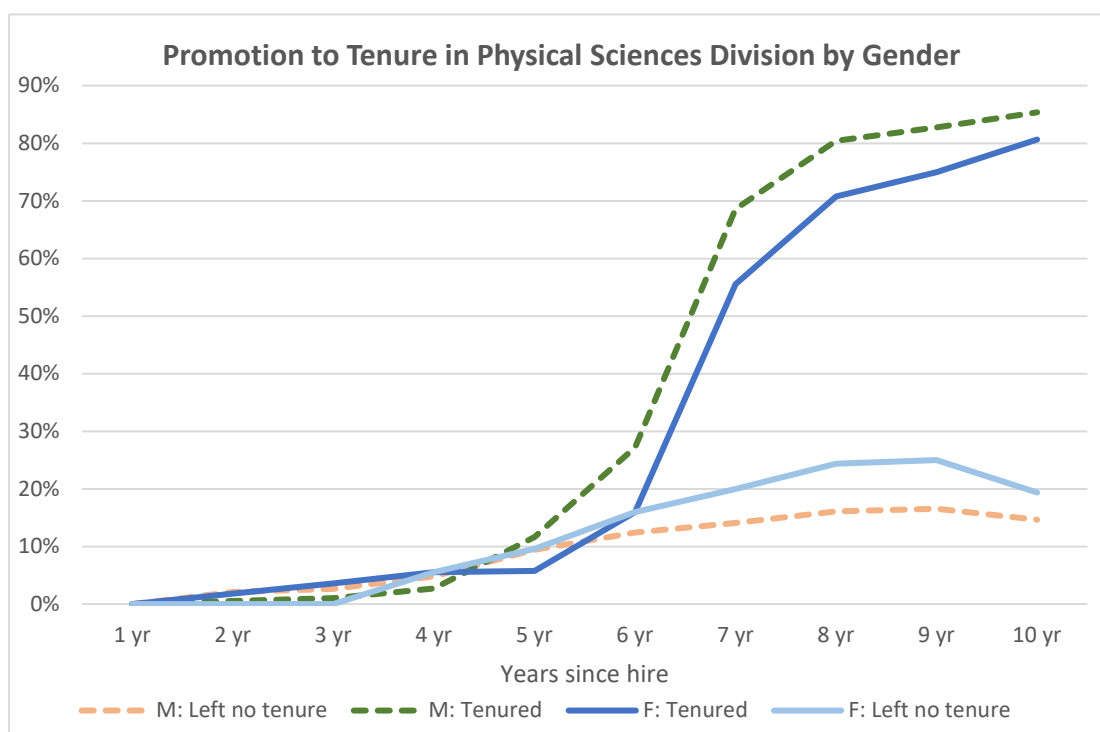
SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits). Time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Cohorts of faculty by years since hire differ in size. Faculty status one year since hire examines status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (430 men and 275 women, hired between 2001-02 and 2008-09).

Table A-9

**Tenure-Track Faculty Outcomes: Physical Sciences Division by Gender**  
**Faculty Hired 2001-02 through 2014-15**

	Years Since Hire:									
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr
<b>Men</b>										
Probationary	100%	97%	96%	93%	79%	60%	17%	3%	1%	0%
Left without tenure	0%	2%	3%	5%	9%	12%	14%	16%	17%	15%
Tenured	0%	1%	1%	3%	12%	27%	69%	80%	83%	85%
Cohort Headcount	189	189	189	187	180	169	156	143	139	123
<b>Women</b>										
Probationary	100%	98%	96%	89%	85%	68%	24%	5%	0%	0%
Left without tenure	0%	0%	0%	6%	10%	16%	20%	24%	25%	19%
Tenured	0%	2%	4%	6%	6%	16%	56%	71%	75%	81%
Cohort Headcount	56	56	56	54	52	50	45	41	40	31



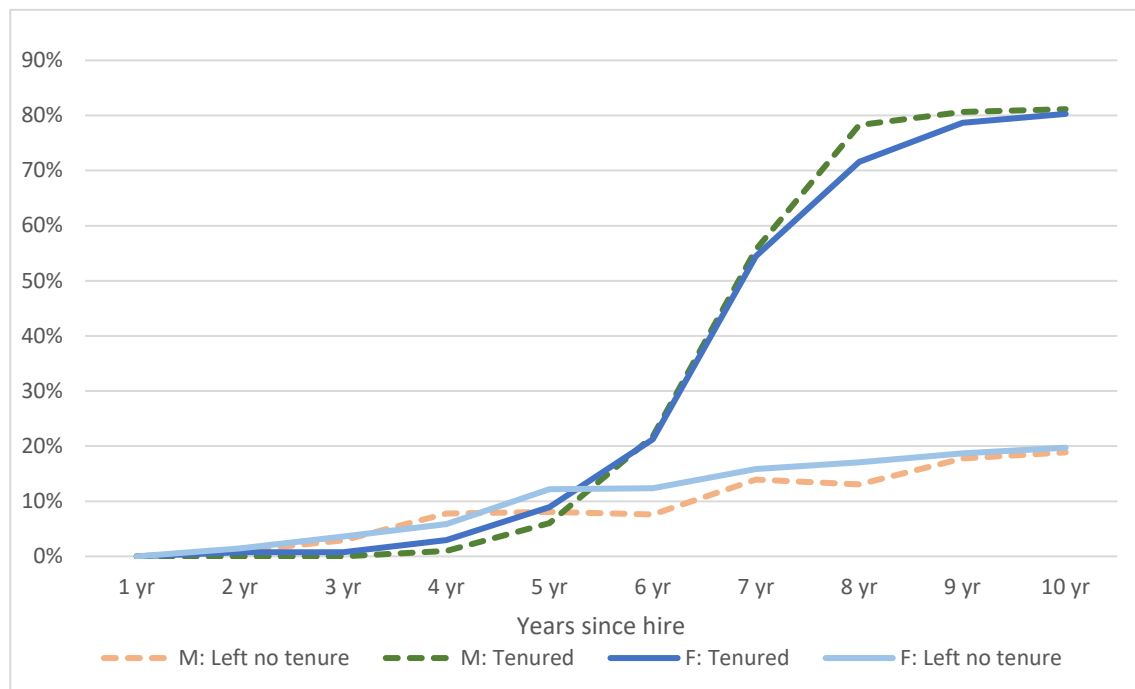
SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits). Time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Cohorts of faculty by years since hire differ in size. Faculty status one year since hire examines status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (430 men and 275 women, hired between 2001-02 and 2008-09).

Table A-10

**Tenure-Track Faculty Outcomes: Arts and Humanities Division by Gender**  
**Faculty Hired 2001-02 through 2014-15**

	Years Since Hire:									
	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr
<b>Men</b>										
Probationary	100%	99%	97%	91%	86%	71%	30%	9%	2%	0%
Left without tenure	0%	1%	3%	8%	8%	8%	14%	13%	18%	19%
Tenured	0%	0%	0%	1%	6%	22%	56%	78%	81%	81%
Cohort Headcount	103	103	103	103	99	92	79	69	62	53
<b>Women</b>										
Probationary	100%	98%	96%	91%	79%	66%	30%	11%	3%	0%
Left without tenure	0%	1%	4%	6%	12%	12%	16%	17%	19%	20%
Tenured	0%	1%	1%	3%	9%	21%	54%	72%	79%	80%
Cohort Headcount	138	138	138	136	123	113	101	88	75	71



SOURCE: IADS and HRS tenure data.

NOTES: Includes time on tenure clock at another university (outside service credits). Time is not adjusted for tenure clock extensions. Individuals who left without tenure includes both faculty who would have been denied tenure and those who would have been awarded tenure had they stayed. Cohorts of faculty by years since hire differ in size. Faculty status one year since hire examines status at end of first year for all probationary faculty hired between 2001-02 and 2014-15 (713 men and 511 women); faculty examined ten years after hire includes those whose tenure clock began ten or more years prior to 2018 (430 men and 275 women, hired between 2001-02 and 2008-09).

Prepared by: Office of Academic Planning and Institutional Research (mh)

5/31/2018