

COMMITTEE ON WOMEN IN THE UNIVERSITY
ANNUAL REPORT, 2009-2011

I. Statement of Committee Functions

The Committee on Women in the University:

1. Evaluates and monitors the status of women faculty and academic staff at the university;
2. Recommends to the University Committee and Academic Staff Executive Committee for consideration and action proposals related to priorities, programs, and policies directed toward improving the status of women at the University of Wisconsin-Madison; and
3. Makes suggestions to administrative offices about implementing priorities and policies designed to address issues of gender equity.

The committee's "Current Internal Procedures" (reaffirmed 17 November 2010) and "Statement on Diversity in the Committee" (adopted December 1999, revised October 2009) are available upon request from the Office of the Secretary of the Faculty.

Professor Julia Koza (Curriculum & Instruction and School of Music) and Senior Scientist Sara Karon (UW Center for Health Systems Research & Analysis) co-chaired the committee in 2009-2010.

Professor Julia Koza (Curriculum & Instruction and School of Music) and Assistant Dean Yolanda Garza (Division of Student Life) co-chaired the committee in 2010-2011.

The committee applauds the Faculty Senate's amendment of *FPP* to permit the appointment of academic staff co-chairs on the Retirement Issues Committee and Committee on Women (4 October 2010, Faculty Document 2216: www.secfac.wisc.edu/senate/2010/1004/2216.pdf).

II. Committee Activities

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

2009: The committee held hour-long focused conversations with Director of Research & Sponsored Programs Kim Moreland and Graduate School Senior Information Processing Consultant Chip Quade, Vice Provost for Faculty & Staff Steve J. Stern, and Personnel Policy & Procedures Committee Co-Chairs Bruno Browning and Mo Noonan Bischof.

2009, 2010: The committee met jointly with the GLBT Issues Committee and University Child Care Committee, discussed institutional data on women with Senior Policy & Planning Analyst Margaret Harrigan (Academic Planning & Analysis), and contributed to efforts led by the Office of the Vice Provost for Diversity & Climate, Office of Human Resource Development, and UW System Director of Workforce Diversity Judi Trampf.

Academic Staff Job Security. At the Committee on Women's request, the Personnel Policies & Procedures Committee has included gender in its annual job security analysis since 1997-1998. Data from 2004, 2006, 2007, 2008, and 2010 is available online: <http://babel.lss.wisc.edu/PPPC/jobsecurity/>

2009: Personnel Policies & Procedures Committee co-chairs Bruno Browning and Mo Noonan Bischof met with the committee to discuss trends in academic staff job security (14 April 2010). In the cohort of academic staff with five or more years of service and non-terminal appointments, there was a sharp decline in the percentage of indefinite appointments, from 10% in 2001-2002 to 5.3% in 2007-2008. In the same

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cohort, there was a smaller decline in the percentage of academic staff holding rolling horizon or multiple year appointments, from 59% in 2001-2002 to 55.6% in 2007-2008, and an increase in the percentage holding fixed term renewable appointments, from 31% in 2001-2002 to 39.1% in 2007-2008. These trends concern both committees.

2010: Currently, women hold 53.9% of academic staff positions and comprise 52.9% of the academic staff with rolling horizon, multiple year, or indefinite appointments. Among academic staff with five or more years of service and non-terminal appointments, the percentage holding indefinite appointments is stable, at 5.4%, the percentage of academic staff holding rolling horizon or multiple year appointments continues to decline, to 44.1% in 2009-2010, and the number of fixed term renewable appointments continues to increase, to 50.5% in 2009-2010. On a bright note, despite an uncertain economic and political climate, 515 of 3067 academic staff reviewed this year (16.8%) received increased job security – as opposed to only 329 of 3025 (10.9%) reviewed in 2007-2008. In both years, job security decreased for 1.2% of staff reviewed.

The Committee on Women and the Personnel Policies & Procedures Committee thank Provost Paul M. DeLuca, Jr., Vice Provost Steve Stern, Academic Personnel Office Director Steve Lund, the Academic Staff Executive Committee, and academic deans for encouraging department chairs and directors to give serious consideration to increased job security for academic staff. In this period of economic uncertainty, granting increased job security is one of the most powerful ways to reward excellence, build morale, and retain high-performing academic staff.

Diversity & Climate. The Committee on Women continues to contribute to UW-Madison and UW System discussions focused on issues related to women and gender.

2009: Co-chairs Sara Karon and Julia Koza participated in a *Women & Gender Roundtable* hosted by UW System Outstanding Woman of Color in Education Award recipient Janice Rice (UW Libraries), the Women Faculty Mentoring Program, and WISELI (20 April 2009). This event offered an opportunity for dialogue with recently appointed Vice Provost for Diversity & Climate Damon Williams. Participants reviewed and discussed priorities for advancing the status of women, ultimately reaffirming goals articulated in *Equality for Women in the University of Wisconsin System* by Associate Vice Chancellor Betsy Draine (UW-Madison), Provost & Vice Chancellor Vicki Lord Larson (UW-Oshkosh), and fellow members of the Committee on the Status of Women in the University of Wisconsin System (25 October 1999).

Sara Karon, Julia Koza, and Lindsey Stoddard Cameron also participated in a UW System *Status of Women Campus Committees* meeting hosted by UW System Director of Workforce Diversity, Judi Trampf (15 April 2010). At the meeting, representatives of gender & women's studies departments and programs gathered with representatives of committees on women to discuss how work initiated under UW System's "Status of Women" initiative will fit into the evolving framework for Inclusive Excellence.

2010: Co-chair Julia Koza served as a panelist at the 2010 Campus Diversity Forum plenary discussion about *Collaborating Across Communities: Diversity Committees Advancing Inclusive Excellence*, along with leaders of the Accessibility & Usability Committee, Campus Climate & Diversity Committee, and GLBT Issues Committee (30 September 2010). Moderator Patrick Sims (Theatre & Drama) invited participants to identify the most meaningful and effective work governance committees have contributed over the past decade, consider current campus needs, determine what stories we wish to tell in the future, and seek points of connection allowing the committees to leverage and extend their individual efforts. In closing, Professor Sims invited all four committees to work with him and the *Theatre for Cultural & Social Awareness*. Both the Committee on Women and the GLBT Issues Committee are engaging in a year-long effort with Professor Sims to develop a stage piece or video exploring key concerns and experiences of their constituents.

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Yolanda Garza, Julia Koza, and Lindsey Stoddard Cameron served as panelists at a 35th Annual Wisconsin Women's Studies Conference and 6th Annual UW System LGBTQ Conference workshop on *The Status of Women Around UW System* (25 March 2011). The event offered a chance to share findings and strategies among committees and commissions on women across UW System.

At Vice Provost Damon Williams' invitation, the committee met with Program and Research Associate Carole Kolb (OVPDC) to discuss *Nurturing the Seeds of Success: A Framework for Activating Inclusive Excellence* and offer suggestions for refining and further developing principles of inclusive excellence (23 March 2011).

Awards & Recognition. 2009, 2010: Sharon Long represented the Committee on Women on the Vice Provost for Diversity & Climate's selection committee for UW System's Outstanding Women of Color in Education Award and UW-Madison's Outstanding Women of Color Awards. The entire committee congratulates the award recipients, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW System – 15th Annual Outstanding Women of Color in Education Award
Patty Loew, Associate Professor, Life Sciences Communication

UW-Madison – 3rd Annual Outstanding Women of Color Awards
Aracelli Alonso, Lecturer, Gender & Women's Studies, and
Faculty Associate, School of Medicine & Public Health
Emuye Asfaw, Administrative Officer, Office of Human Resources
Diane Gooding, Professor, Psychology & Psychiatry
Sandra Magaña, Associate Professor, School of Social Work, and
Director, Latin@ & Chican@ Studies
Idella Yamben, Research Assistant, Anatomy

UW System – 16th Annual Outstanding Women of Color in Education Award
Leslie Bow, Professor, English and Asian American Studies
Ana Martinez-Donate, Assistant Professor, Population Health Sciences

UW-Madison – 4th Annual Outstanding Women of Color Awards
Erica Laughlin, Director, Information Technology Academy (DoIT)
Cynthia Lin, Social Justice Education Specialist, Multicultural Student Center
Nancy Mithlo, Assistant Professor, Art History and American Indian Studies
Manuela Romero, Assistant Dean for Student Diversity & Academic Services, College of Engineering

Biographies for UW-Madison recipients of UW System's Annual Outstanding Women of Color in Education Award are posted on the UW System Women's Studies Consortium website:
<http://wsc.uwsa.edu/events/woc/wocmadison.htm>

Brief introductions to each of the 2010 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Kiera Wiatrak's *Wisconsin Week* article, "Outstanding Women of Color awards honor faculty who've gone above and beyond" (26 March 2010): <http://www.news.wisc.edu/17883>

A similar article introducing 2011 Outstanding Women of Color award recipients is expected.

The committee also wishes to acknowledge a UW-Madison administrator and faculty member recognized for excellence in advocacy, research, teaching, and service on behalf of the LGBTQ community:

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UW System – 2nd Annual Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ People
Mariamne Whatley, past Associate Dean, School of Education, and
Professor Emerita, Curriculum & Instruction and Gender & Women’s Studies

A brief overview of Professor Whatley’s accomplishments appears on the UW System Inclusivity Initiative website: <http://lgbtq.uwsa.edu/poorman/pb09.htm>

The committee joins the Women Faculty Mentoring Program in applauding outstanding mentoring of women assistant professors:

2009 Slesinger Award for Excellence in Mentoring

Stephanie Robert, Professor and Director of Doctoral Studies, School of Social Work

2010 Slesinger Award for Excellence in Mentoring

Alberta Gloria, Professor, Counseling Psychology

In connection with the Women Faculty Mentoring Program’s Slesinger award, Professors Robert and Gloria each received a \$2,500 award from the University of Wisconsin Foundation Women’s Philanthropy Council.

Finally, the committee acknowledges and thanks one man and one woman honored as “champions for women” by the University of Wisconsin Foundation Women’s Philanthropy Council:

Women’s Philanthropy Council – 2009 Champion Awards

Dennis Dresang, Professor Emeritus, La Follette School for Public Affairs and Political Science, and
Director, Center on State, Local & Tribal Governance

Jo Handelsman, Professor & Chair, Bacteriology [now Howard Hughes Medical Institute professor of
molecular, cellular and developmental biology at Yale University]

This award provides an opportunity for each recipient to designate a Women’s Philanthropy Council gift of \$5,000 to a campus initiative benefitting women. Professor Dresang elected to support the Wisconsin Women in Government Seminar. Presented annually by the La Follette School of Public Affairs and Wisconsin Women in Government, this graduate seminar helps women managers in the public and private sector gain the knowledge and skills required for leadership success in government-related careers. Professor Handelsman elected to support the Vilas Life Cycle Professorships. These awards support the continuing research and scholarly productivity of UW-Madison faculty and academic staff permanent PIs whose careers are unexpectedly and directly affected by personal life events. Six evaluations conducted by the Women in Science and Engineering Leadership Institute (WISELI) reveal that Vilas Life Cycle Professorships have played a critical role in retaining grant recipients and facilitating their continuing career success – enabling them to compete effectively for research funds, complete books and other publications, and engage in other scholarly activities in their fields of expertise:

<http://wiseli.engr.wisc.edu/vilas.php>

Domestic Partner Health Insurance. 2009: The committee celebrated the the inclusion of domestic partner health insurance in the State of Wisconsin 2009-11 Executive Budget (2009 Wisconsin Act 28), applauding the efforts of all who worked tirelessly for fair, competitive employment benefits. With this achievement, the University of Wisconsin-Madison joined all other Big Ten universities, and all but one statutorily defined peer research institution, in providing domestic partner health insurance.

Early Childhood Care & Education. 2009, 2010: The Committee on Women and University Child Care Committee met jointly to review and discuss new developments in early childhood care and education at UW-Madison and in the City of Madison.

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Professor Dave Riley provided a progress report on the School of Human Ecology building project and the Preschool Laboratory–Linden Site’s successful temporary move to the Daisy Project (#39 University Houses), a newly remodeled 4,800 sq. ft. center developed with support from University Housing Director Paul Evans and Vice Chancellor for Administration Darrell Bazzell (10 February 2010). When the Preschool Lab returns to Linden Street in Fall 2012, the Daisy Project, will remain open to meet other high-priority early childhood care and education needs. For example, the site could offer care for up to 24 infants and toddlers, play-based four-year-old kindergarten programming, or expanded access to emergency back-up care or care for mildly ill children.

Kudos to Dean Robin Douthitt and her team for successfully raising funds, including \$22.5 million in private gifts, required to complete the School of Human Ecology building project. The new Preschool Laboratory– Linden Site will expand to serve 60-80 children in two “neighborhoods,” offering new spaces for 24 infants and toddlers as well as 45 additional spaces for preschool-aged children. The building will be flexible, with each classroom enjoying outdoor access and two additional classrooms offering “pull-out” space for activities. Key-card entry will make the new site more secure. Transitions will be safer, as families will no longer have to negotiate a driveway serving other employees and service vehicles in order to enter or leave the center. In the new space, families will have access to designated spaces in a controlled-access underground parking lot of 41 stalls.

Professor Roseanne Clark outlined initial responses to a “special needs” survey being completed by center directors, teachers, and parents (10 February 2010). Both the University Child Care Committee and the Committee on Women were consulted in 2008-2009 when the survey was developed by Professors Clark (Psychiatry), Mimi Bloch (Curriculum & Instruction) and Dave Riley (Human Development & Family Studies). The survey sought to measure the prevalence of challenging behaviors (e.g., biting, hitting, screaming, throwing items, outbursts) in campus centers; determine how well directors, teachers, and parents are equipped to address these behaviors, and identify unmet needs.

This spring, Director Lynn Edlefson (Office of Child Care & Family Resources) shared findings from the completed survey, which confirms challenging behaviors are increasing in campus centers (9 February 2011). Teachers responding to the survey report spending 30%-50% of dedicated planning time discussing strategies for redirecting and mitigating challenging behaviors. Notably, while 95% of families agree their children’s teachers are knowledgeable and responsive, and 100% of center directors indicate teachers are well-prepared, 89% of teachers reported feeling ill-prepared or ineffective, and highly stressed despite their directors’ and families’ support.

To better serve children with special needs and children affected by classmates’ challenging behaviors, the Committee on Women and the University Child Care Committee recommend:

- continuing support groups for families of children with special needs (hosted by the Office of Child Care & Family Resources)
- offering ongoing professional development on “special needs” topics (sponsored by the Office of Child Care & Family Resources)
- coordinated planning to address issues raised by the survey, in consultation with expert faculty & staff
- creating a consistent consulting arrangement for campus centers, to assure timely access to expert help on mental health/special education issues
- hiring additional support staff, as needed, to assist children who need help most
- creating outreach opportunities for experienced teachers to advise and coach colleagues at other sites
- purchasing adaptive equipment for classrooms

One important way to make UW-Madison family-friendly for employees, students, and visitors is to provide private space where mothers are welcome to pump or nurse. The Office of Child Care & Family Resources maintains a directory of lactation rooms: http://occf.fr.wisc.edu/parent_resources/lactation.htm.

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Both the Committee on Women and the University Child Care Committee thank Vice Chancellor for Administration Darrell Bazzell for funding electrical work required to complete UW-Madison's newest lactation room, on the 3rd floor of Bascom Hall.

Seeking to understand new legal requirements to provide break time and spaces for nursing mothers, the committee consulted University Legal Counsel Rachel Jeris (Office of Administrative Legal Services) (9 February 2011). Following enactment of the Patient Protection & Affordable Care Act (March 2010), and consequent changes to the Fair Labor Standards Act, large employers are now required to provide "reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk" and to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk." Ms. Jeris helped the committee interpret initial guidance from the U.S. Department of Labor's Wage & Hour Division – Fact Sheet #73 (July 2010, December 2010): www.dol.gov/whd/regs/compliance/whdfs73.pdf – and advised the committee on issues and questions to consider as UW-Madison develops policy/practice in this area.

At the suggestion of the Committee on Women's liaison to the Campus Planning Committee, Ruth Litovsky, Director Lynn Edlefson (Office of Child Care & Family Resources) provided an update on early childhood care and education to the Campus Planning Committee (31 March 2011). Her presentation emphasized the need for sustainable growth, with a focus on accessibility and affordability of infant care. She also addressed the need for additional lactation rooms and campus readiness to partner with the Madison Metropolitan School District in providing 4K.

Emergency back-up childcare and care for mildly ill children, provided at "Chicken Soup" (2553 University Avenue) and "Little Chicks" (601 North Whitney Way), are vitally important to UW-Madison families. Currently, 281 families (202 UW-Madison families and 72 community families) are registered to receive Chicken Soup services. 100 of the 202 UW-Madison families are income-eligible to receive sliding scale fee support through Kids Kare. The Kids Kare program for students is supported through non-allocable student segregated fees. From January 2010-February 2011, 119 student families used 2716 hours of back-up care and 45 hours of mildly ill child care. Financial assistance for low-income faculty and staff can only be provided through private gifts. The Committee on Women and University Child Care Committee thank the University of Wisconsin Foundation Women's Philanthropy Council for supporting Kids Kare for Faculty & Staff with gifts of \$49,500 from Fall 2006 through 2010-2011. From January 2010-February 2011, 58 faculty and staff families used 1600 hours of back-up care and 125 hours of mildly ill child care.

Campus centers are poised to partner with the Madison Metropolitan School District in providing 4K (four-year-old kindergarten), slated for implementation in the City of Madison in Fall 2012.

Effort Reporting. 2009: Research & Sponsored Programs Director Kim Moreland and Graduate School Senior Information Processing Consultant Chip Quade met with the committee to review changes in effort reporting at UW-Madison and discuss the impact of 100% effort appointments on research academic staff (21 January 2010). Our committee has benefitted greatly from past and present contributions of research academic staff members. We believe the inclusion of research academic staff ideas and perspectives is vital to the continued health of shared governance.

Implementation of a new effort reporting system has been highly successful. A 2008 federal audit concluded without fines or penalties. Of \$31M in FY07 salary charges, \$2,941 were transferred to other funding sources. More than 7,000 faculty and staff have been trained, and the number of questions received by Research and Sponsored Programs has declined steadily. Approximately 95% of effort certifications have been completed and a process is in place to assure full compliance. In October 2007, 1,603 academic staff were salaried entirely through sponsored projects. In October 2009, that number had decreased to 1,468 academic staff.

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The committee continues to feel strongly that, over time, 100% effort on sponsored projects should be phased out, with the university supporting at least 4-6% effort beyond work on grant(s). This transition will allow academic staff to engage in critically important activities, including application for new or additional grant funding, research publication and dissemination, participation in shared governance, outreach to the broader community consistent with the Wisconsin Idea, and service within and beyond the hiring department or center. The committee encourages deans and directors to pursue all available mechanisms for “buying out” 4-6% of academic staff salaries, through permanent base adjustments rather than one-time reallocations wherever possible.

Faculty Merit and Gender Pay Equity. 2009: Vice Provost for Faculty & Staff Steve Stern met with the Committee on Women to discuss administrative efforts to build a new pay-merit paradigm (24 February 2010). In an era characterized by flat or declining budgets, it makes sense to move away from a narrow focus on state pay plans, punctuated by infrequent “catch-up” initiatives, and to embrace a more robust portfolio model that offers greater flexibility and more opportunities to align performance excellence and pay.

The committee endorses:

- advocating for competitive pay plans that will bring UW-Madison faculty salaries into alignment with peer medians
- establishing a permanent “high demand” retention fund
- doubling the value of base adjustments at promotion from assistant professor to associate professor with tenure (\$3,000 to \$6,000 in FY10), and promotion to professor (\$4,000 to \$8,000 in FY10), with indexing in future years,
- re-evaluating performance in relation to market five years after promotion to the rank of professor
- creating a Compression Equity Fund to mitigate effects of salary compression and inversion, identified through five-year post tenure reviews held ten or more years after promotion to the rank of professor

We anticipate re-establishing confidence that performance and pay are fairly linked will help improve morale, bolster accountability, make merit review and salary equity exercises more meaningful, and reduce reliance on the outside offer as an antidote for salary compression/inversion.

Family Leave. 2009: Following up on the committee’s recommendation to “create a family leave policy for graduate students to complement and extend the Compassionate Leave Policy” Lindsey Stoddard Cameron and Heather Daniels met with Senior Associate Dean for Graduate Education Judith Deutsch Kornblatt to discuss the Graduate School’s current policies and practices (13 January 2010). Following the meeting, Dean Kornblatt, Ms. Daniels, and colleagues prepared a web page for graduate students on *Family and Parent Resources*, highlighting “family-friendly practices and resources in place for students considering taking a leave of absence for birth or adoption”: www.grad.wisc.edu/education/gradstdntlife/familyresources.html

2010: The Committee on Women has been working with HR Specialist Megan Jeffers (Office of Human Resources) to revise *Balancing Family & Work: UW-Madison Family-Related Leave Policies for Faculty, Academic Staff, and Limited Appointees*: www.ohr.wisc.edu/polproced/fambroch.pdf (15 December 2010, 19 January 2011). Committee members look forward to contributing to the development of a formal family leave policy in the coming year.

This year, the committee’s active family leave work group is focusing on the process of negotiating leave and modified duties following childbirth or adoption. Work group members are collecting information about policies and HR practices at peer institutions and are planning a series of lunch conversations with faculty and academic staff parents to discuss what has worked well for them in planning a leave and, retrospectively, what changes would have made their experience better. The work group will use this information to develop a “best practices” document for department chairs and other leaders.

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GLBT Issues. 2009: The Committee on Women and GLBT Issues Committee met jointly to identify areas for collaboration (12 May 2010). Both committees opposed Wisconsin Referendum 1 (2006) and support removing Article XIII, Section 13 from the Wisconsin Constitution. In addition, both committees support efforts to strengthen the LGBT Campus Center and build community for LGBT faculty and staff.

2010: The Committee on Women wrote a letter supporting the LGBT Campus Center's "Stop the Silence" campaign and proposing additional funding, staff, and space for the center (22 November 2010). In Wisconsin, and nationally, ending bullying and homophobia has literally become a matter of life and death for LGBT students. We mourn the loss of young men and women who have committed suicide and will work with the LGBTCC and GLBT Issues Committee to "Stop the Silence" and end bullying of individuals who are, or are perceived by others to be, lesbian, gay, bisexual, or transgender. Additional professional staff and higher quality space, including private meeting rooms for individual advising and small group mentoring activities, would position the center to better meet the social, emotional, academic and cultural needs of LGBTQ students. New funding will be needed to sustain a high visibility, high momentum campaign, including the development Division of Student Life/LGBTCC-sponsored public awareness messages such as the "Make it Better" and "Show Your Face" videos produced in 2010-2011. The committee enthusiastically supports "Break the Silence" a march and rally slated for 15 April 2011.

Sexual Harassment, and Sexual Assault, Dating/Domestic Violence, Stalking. 2010: The committee reviewed the Winter 2011 reprint of *Sexual Harassment: Defining & Addressing a Community Concern* and corresponding changes on the sexual harassment website: www.oed.wisc.edu/sexualharassment

New content on sexual assault, dating/domestic violence, and stalking, appearing in both the brochure and website, is intended to help readers find resources or appropriately help/refer an individual who chooses to confide in a faculty or staff member. Hotline numbers for Madison's Rape Crisis Center, Domestic Abuse Intervention Services, UWPD, and Madison PD are included. Many thanks to Dean of Students Lori Berquam for posting a statement of principles on responding in cases of sexual assault and to University Health Services for hosting a "resources" page that serves as a gateway to individual topic pages offering specific information and resources for victims of these crimes: www.uhs.wisc.edu/assault/sa-resources.shtml Committee members recommended future attention to cyber-bullying and harassment.

The Committee on Women thanks the University Committee and Faculty Senate for updating the university's Consensual Relationships Policy to include consequences for failing to report a consensual relationship or failing to comply with arrangements to prevent or mitigate a conflict of interest once such a relationship has been reported (7 February 2011, Faculty Document 940a): www.secfac.wisc.edu/senate/2011/0207/0940a.pdf and www.secfac.wisc.edu/governance/legislation/Pages300-399.htm#307

The committee thanks the Academic Staff Executive Committee and Academic Staff Assembly for considering adoption of this policy in May 2011.

The Committee on Women expressed support for continuation of EVOC (End Violence on Campus) and signed on as a partner to the initiative, formally joining University Health Services' Violence Prevention Team and nearly two dozen current campus and community partners who are committed to reduce sexual assault, dating/domestic violence and stalking on campus (23 March 2011). EVOC has been supported since September 2009 by a three-year, \$300,000 grant from the Department of Justice's Office on Violence Against Women.

Women & Leadership Symposium. The Committee on Women is pleased to partner with the Office of Human Resource Development, the University of Wisconsin Foundation Women's Philanthropy Council, WSEU Local 2412, and others to present the *UW-Madison Women & Leadership Symposium* each summer.

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2009: Shawn Kaeppler and Lindsey Stoddard Cameron represented the committee at symposium design team meetings held by Office of Human Resource Development Director Don Schutt and Conference Coordinator Christine Ray. Co-chair Julia Koza and Co-chair Elect Yolanda Garza provided opening remarks at the *2nd Annual UW-Madison Women & Leadership Symposium* (Wednesday, 23 June 2010), which also featured a keynote address on “New Rules for Women & Leadership” by local management and leadership consultant Pat Alea, and closing remarks from Chancellor Carolyn “Biddy” Martin.

2010: The committee spoke with OHRD Director Don Schutt about emerging themes for the next symposium and offered advice on session topics and prospective panelists (23 March 2011). Chair Elect Ruth Litovsky and Lindsey Stoddard Cameron will give opening remarks at the *3rd Annual UW-Madison Women & Leadership Symposium* (30 June 2011).

The committee thanks the University of Wisconsin Foundation Women’s Philanthropy Council for underwriting the symposium and supporting follow-up “Coffee & Conversation” programming presented by the Office of Human Resource Development and UW-Madison’s women deans.

Work-Life Balance. 2009: With an interest in identifying best practices for creating a flexible, innovative, and family-friendly workplace, and assessing the extent to which UW-Madison has adopted policies and practices that support work-life balance, several members of the committee participated in events offered during Professor Joan Williams’ visit to UW-Madison (2 October 2009). All events were sponsored by the Office of Child Care & Family Resources, Lectures Committee, Women Faculty Mentoring Program, Women in Science & Engineering Leadership Institute, Society of Women Engineers, Denice D. Denton Memorial Fund, Irvine Women Faculty Mentoring Program Fund, and University of Wisconsin Foundation Women’s Philanthropy Council. The day opened with a three-hour public forum: *The Flexibility Stigma: How to Make Flexibility Policies Truly Usable*. Williams, 1066 Foundation Chair and Distinguished Professor of Law at the University of California-Hastings, provided keynote remarks and moderated a panel of local leaders including Chancellor Carolyn “Biddy” Martin, Department of Workforce Development Secretary Roberta Gassman, Inacom Co-Founder and former CEO Laurie Benson; and former Highsmith, Inc. President and CEO Duncan Highsmith. A conversation with women faculty (*The Four Patterns of Gender Bias: Proactive Strategies for Diffusing Them*) and discussion with department chairs followed. After the forum, committee members reviewed WorkLifeLaw (center of UC Hastings College of the Law) recommendations in key areas, including institutional needs assessment, parental leave and “stop the clock” policies, dual career support, mentoring and networking programs, childcare, part-time tenure track options, strategies for controlling gender bias, flexible benefits, and measures of alignment between institutional practice and policies: <http://worklifelaw.org/EffectivePracticesToRetainWomen/>

III. Data on Women Faculty & Staff

The committee thanks Senior 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 Analysis for providing both current and historic data on gender and race/ethnicity in the university’s Data Digest (http://apa.wisc.edu/DataDigest/DATA_DIGEST_11.pdf).

Readers will find additional information about data provided to the committee on the APA website:

Memos from Margaret Harrigan to Steve Stern, Damon Williams, Paul M. DeLuca, Jr., Committee on Women
Re: Data on Women and Minority Faculty and Staff at UW-Madison (10 March 2010)
http://apa.wisc.edu/Diversity/FacStaff_GenderEthnic_200910_MH.pdf

Memos from Margaret Harrigan to Steve Stern, Damon Williams, Paul M. DeLuca, Jr., Committee on Women
Re: Data on Women and Minority Faculty and Staff at UW-Madison (9 March 2011)
http://apa.wisc.edu/Diversity/FacStaff_GenderEthnic_201011_MH.pdf

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

Women Employed at UW-Madison	1990-1991	2009-2010	2010-2011
Faculty	17.96%	30.5%	31.0%
Executive/Director/Administrator (Academic Staff)	38.83%	48.1%	48.0%
Academic Staff	49.09%	52.3%	52.4%
Classified Staff	55.57%	54.1%	54.1%
Employees in Training (including post-doctoral fellows)	26.61%	42.6%	41.8%
Graduate Assistants	34.47%	45.6%	45.2%
Total	41.78%	48.4%	48.3%

The percentage of women in the faculty has increased from 15.2% in 1987 to 31% in 2010. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 25% of faculty at this rank are women. 35% of associate professors and 43% of assistant professors are women. (*Appendices 1, 4*)

Among twelve peer institutions in Fall 2009, UW-Madison ranked 6th with respect to the total number of full-time, tenure-track women employed (30%, the median for this group excluding UW-Madison), 7th with respect to the number of women tenured (27%), and 1st with respect to the number of women employed at the rank of professor (24%). (*Appendices 6, 7*)

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 17.6% of faculty (19.7% of female faculty and 16.7% of male faculty) come from these historically underrepresented groups. The percentage of faculty of color holding the rank of professor has risen from 5% in 1987 to 13.3% in 2010. 20.4% of associate professors, and 27.4% of assistant professors are faculty of color. (*Appendices 2, 3, 5*)

Women hold 35.3% of faculty administrative appointments (e.g., dean, director, department chair). In October 2010, 6 of 13 academic deans were women and 33% of faculty and CHS faculty associate deans were women. One dean and three associate deans were faculty of color. (*Appendices 1, 8, 9*)

In a cohort of 181 department chairs and academic program directors holding faculty appointments, 64 (35%) are women and 24 (13%) are faculty of color. In the same cohort, women lead 59.6% of arts & humanities departments/programs, 20% of the biological sciences departments/programs, 11.1% of the physical sciences departments/programs, and 42.3% of the social studies departments/programs. Faculty of color hold 19.1% of these leadership positions in the arts & humanities, 7.3% in the biological sciences, 11.1% in the physical sciences, and 15.4% in the social studies. (*Appendices 8, 9*)

Since 2001-2002, approximately 40% of faculty hired have been women. In 2008-2009, 29% of newly appointed faculty were women. 26.5% of faculty hired at the rank of assistant professor and 35% of faculty appointed with tenure were women. In 2009-2010, 46.7% of newly appointed faculty were women. 48.7% of faculty hired at the rank of assistant professor and 36.8% of faculty appointed with tenure were women. (*Appendices 12, 13*)

Since 2003, 24-29% of faculty hired each year have been Black, Asian, Native American, or Hispanic. In 2009-2010, 22% of faculty hired – and in 2010-2011, 30% of faculty hired – belonged to these historically underrepresented groups. 2010 data are preliminary. (*Appendix 15*)

(continued)

The number of women in science hired at UW-Madison has fluctuated from year to year. Overall, since 2001, approximately 32% of faculty members hired in the biological sciences and 21% of faculty members hired in the physical sciences have been of women. In the biological sciences, women were appointed in 52% of searches in 2009-2010, and 28% of searches in 2010-2011. In the physical sciences, women were appointed in 32% of searches in 2009-2010, and 15% of searches in 2010-2011. 2010 data are preliminary. (*Appendix 14*)

Among 36 women and 57 men hired at the rank of assistant professor in 2002-2003, the most recent year for which these data are available, 67% of the women and 81% of the men were tenured within nine years. In this same cohort, 70% of minority faculty and 77% of non-minority faculty were tenured. (*Appendices 16, 17*)

Looking more closely at the intersection of race and gender over time reveals a sharper difference. A review of faculty hired between 1991-1997, 1997-2003, and 2003-2005 shows that the average 9-year tenure rate is 63% for minority women, 65% for non-minority women, 66% for minority men, and 73% for non-minority men. The committee reiterates the vital importance of actively recruiting women of color, effectively mentoring them through tenure, and creating a climate conducive to their retention in the faculty. (*Appendix 18*)

Related data show that women and men in the social studies are less likely to win tenure than their peers in the arts & humanities, biological sciences, and physical sciences, with an average 9-year tenure rate of only 48% for women and 57% for men. The Committee on Women recommends a stronger focus on supporting faculty, particularly women faculty, in social studies disciplines. (*Appendices 19, 20*)

Overall, including executive appointments, 52.2% of academic staff are women. 44.1% of instructional academic staff and 39.6% of research doctoral academic staff are women. In this same cohort, 12.2% of academic staff are Black, Asian, Native American, or Hispanic. 11.8% of instructional academic staff and 21.1% of research doctoral academic staff belong to these historically underrepresented groups. (*Appendices 1, 2*)

In 1988, 38% of academic staff executive positions were held by women; today, 48% of these positions are held by women, with 13.2% held by women of color. In October 2010, 72 (55%) of 132 higher level administrative positions (e.g., vice chancellor, associate or assistant vice chancellor, associate or assistant dean) were held by women. Among academic staff associate deans, 56% were women, and among academic staff assistant deans, 58.7% were women. 1 associate dean and 22 assistant deans (23.9%) are academic staff of color. (*Appendices 1, 3, 8, 9*)

IV. Current Issues & Concerns

In 2011-2012, the committee will continue to focus on family leave and collaborative work with the GLBT Issues Committee and University Child Care Committee. We look forward to celebrating the Women in Science & Engineering Leadership Institute's 10th year! Future areas for effort will be identified through the committee's annual priority-setting exercise.

(continued)

V. Committee Membership

Committee on Women in the University, 2009-2010

		Member Since	Term Ends
<u>Faculty:</u>			
Erica Halverson	Educational Psychology	2008	2011
Pamela Herd	La Follette School of Public Affairs	2009	2012
Shawn Kaeppler	Agronomy	2009	2012
Julia Koza (co-chair)	Curriculum & Instruction, School of Music	2009	2012
Sharon Long	Soil Science	2009	2011
Janet Mertz	Oncology	2006	2010
Tally Moses	School of Social Work	2007	2010
Joann Peck	Marketing	2007	2010
Tanya Thresher	Scandinavian Studies	2005	2010
<u>Academic Staff:</u>			
Yolanda Garza	Offices of the Dean of Students	2008	2011
Maya Holtzman	Graduate School, Diversity Resources	2006	2012
Sara Karon (co-chair)	Ctr. for Health Systems Research & Analysis	2002	2010
Sarah Pfatteicher	CALS – Undergraduate Programs & Svcs.	2008	2011
Abike Sanyaolu	Academic Advancement Program	2009	2012
Vicki Tobias	UW Libraries – Technology Group	2009	2010
<u>Ex-Officio/Non-Voting:</u>			
Damon Williams	Office of the Provost, Diversity & Climate	2008	
Carole Kolb (SII, designee)	Office of the Provost, Diversity & Climate	2009	2010
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2010
<u>CNCS Liaison:</u>			
Connie Putland	School of Medicine & Public Health – HR	2008	2010
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women welcomes:</i>			
<i>Pamela Herd</i>	<i>La Follette School of Public Affairs</i>	<i>2009</i>	<i>2012</i>
<i>Shawn Kaeppler</i>	<i>Agronomy</i>	<i>2009</i>	<i>2012</i>
<i>Julia Koza</i>	<i>Curriculum & Instruction, School of Music</i>	<i>2009</i>	<i>2012</i>
<i>Sharon Long</i>	<i>Soil Science</i>	<i>2009</i>	<i>2011</i>
<i>Abike Sanyaolu</i>	<i>Academic Advancement Program</i>	<i>2009</i>	<i>2012</i>
<i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Janet Mertz</i>	<i>Oncology</i>	<i>2006</i>	<i>2010</i>
<i>Tally Moses</i>	<i>School of Social Work</i>	<i>2007</i>	<i>2010</i>
<i>Sara Karon</i>	<i>Ctr. for Health Systems Research & Analysis</i>	<i>2002</i>	<i>2010</i>
<i>Joann Peck</i>	<i>Marketing</i>	<i>2007</i>	<i>2010</i>
<i>Connie Putland</i>	<i>School of Medicine & Public Health – HR</i>	<i>2008</i>	<i>2010</i>
<i>Tanya Thresher</i>	<i>Scandinavian Studies</i>	<i>2005</i>	<i>2010</i>
<i>Vicki Tobias</i>	<i>Libraries</i>	<i>2007</i>	<i>2010</i>

(continued)

Committee on Women in the University, 2010-2011

		Member Since	Term Ends
<u>Faculty:</u>			
Natalia de Leon	Agronomy	2010	2013
Erica Halverson	Educational Psychology	2008	2011
Pamela Herd	La Follette School of Public Affairs	2009	2012
Shawn Kaeppler	Agronomy	2009	2012
Sunduz Keles	Statistics	2010	2011
Julia Koza (co-chair)	Curriculum & Instruction, School of Music	2009	2012
Ruth Litovsky	Communicative Disorders	2010	2013
Sharon Long	Soil Science	2009	2011
Katherine Magnuson	School of Social Work	2010	2013
<u>Academic Staff:</u>			
Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2013
Yolanda Garza (co-chair)	Division of Student Life	2008	2011
Maya Holtzman	Graduate School, Diversity Resources	2006	2012
Kelly Mallon	Surgery	2010	2013
Sarah Pfatteicher	CALS – Undergraduate Programs & Services	2008	2011
Abike Sanyaolu	Academic Advancement Program	2009	2012
<u>Ex-Officio/Non-Voting:</u>			
Damon Williams	Office of the Provost, Diversity & Climate	2008	
Carole Kolb (SII, designee)	Office of the Provost, Diversity & Climate	2009	2011
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2011
<u>CNCS Liaison:</u>			
LeAnn Krieg	UW Police Department	2010	2012
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women welcomes:</i>			
<i>Randi Cartmill</i>	<i>Ctr. for Quality & Productivity Improvement</i>	<i>2010</i>	<i>2013</i>
<i>Natalia de Leon</i>	<i>Agronomy</i>	<i>2010</i>	<i>2013</i>
<i>LeAnn Krieg</i>	<i>UW Police Department</i>	<i>2010</i>	<i>2012</i>
<i>Ruth Litovsky</i>	<i>Communicative Disorders</i>	<i>2010</i>	<i>2013</i>
<i>Katherine Magnuson</i>	<i>School of Social Work</i>	<i>2010</i>	<i>2013</i>
<i>Kelly Mallon</i>	<i>Surgery</i>	<i>2010</i>	<i>2013</i>
<i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Yolanda Garza (co-chair)</i>	<i>Division of Student Life</i>	<i>2008</i>	<i>2011</i>
<i>Erica Halverson</i>	<i>Educational Psychology</i>	<i>2008</i>	<i>2011</i>
<i>Sunduz Keles</i>	<i>Statistics</i>	<i>2010</i>	<i>2011</i>
<i>Sarah Pfatteicher</i>	<i>CALS – Undergraduate Programs & Services</i>	<i>2008</i>	<i>2011</i>

(continued)

Appendix 1: Headcount of Faculty & Staff by Gender

		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Faculty	Women	546	563	586	603	617	639	643	648	663	674
	Men	1,667	1,662	1,650	1,635	1,603	1,571	1,555	1,530	1,512	1,503
	Total	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177
Faculty with Administrative Appointments	Women	36	39	49	51	58	64	67	76	79	84
	Men	182	193	188	184	175	174	160	158	159	154
	Total	218	232	237	235	233	238	227	234	238	238
Faculty without Administrative Appointments	Women	510	524	537	552	559	575	576	572	584	590
	Men	1,485	1,469	1,462	1,451	1,428	1,397	1,395	1,372	1,353	1,349
	Total	1,995	1,993	1,999	2,003	1,987	1,972	1,971	1,944	1,937	1,939
Executive / Director / Administrative (Non-Faculty)	Women	171	183	187	187	188	179	182	186	192	197
	Men	205	198	202	201	200	197	201	201	207	213
	Total	376	381	389	388	388	376	383	387	399	410
Academic Staff	Women	3,136	3,267	3,277	3,368	3,370	3,401	3,498	3,609	3,724	3,833
	Men	3,001	3,128	3,179	3,263	3,320	3,285	3,328	3,376	3,397	3,484
	Total	6,137	6,395	6,456	6,621	6,690	6,686	6,826	6,985	7,121	7,317
Instructional Academic Staff	Women	763	793	795	836	876	871	901	942	973	981
	Men	1,099	1,123	1,088	1,113	1,162	1,152	1,147	1,197	1,210	1,244
	Total	1,862	1,916	1,883	1,949	2,038	2,023	2,048	2,139	2,183	2,225
Research / Doctoral Academic Staff	Women	350	373	383	406	426	439	450	467	485	499
	Men	639	679	707	729	758	739	750	728	720	762
	Total	989	1,052	1,090	1,135	1,184	1,178	1,200	1,195	1,205	1,261
Other Academic Staff	Women	2,023	2,101	2,099	2,116	2,068	2,091	2,147	2,200	2,266	2,353
	Men	1,263	1,326	1,384	1,421	1,400	1,394	1,431	1,451	1,467	1,478
	Total	3,286	3,427	3,483	3,537	3,468	3,485	3,578	3,651	3,733	3,831
Classified Staff	Women	2,876	2,902	2,887	2,872	2,852	2,829	2,843	2,866	2,904	2,929
	Men	2,236	2,252	2,287	2,365	2,333	2,353	2,385	2,399	2,462	2,481
	Total	5,112	5,154	5,174	5,237	5,185	5,182	5,228	5,265	5,366	5,410
Permanent Classified Staff	Women	2,758	2,775	2,754	2,765	2,745	2,718	2,732	2,738	2,768	2,764
	Men	2,157	2,183	2,205	2,269	2,254	2,272	2,305	2,317	2,352	2,337
	Total	4,915	4,958	4,959	5,034	4,999	4,990	5,037	5,055	5,120	5,101
Project Classified Staff	Women	118	127	133	107	107	111	111	128	136	165
	Men	79	69	82	96	79	81	80	82	110	144
	Total	197	196	215	203	186	192	191	210	246	309
Employee-In-Training	Women	275	281	282	314	324	324	325	361	424	422
	Men	437	459	460	485	489	503	482	507	571	588
	Total	712	740	742	799	813	827	807	868	995	1,010
Graduate Assistants	Women	2,001	2,128	2,243	2,341	2,398	2,310	2,261	2,279	2,327	2,391
	Men	2,794	2,788	2,876	2,881	2,888	2,828	2,822	2,728	2,779	2,900
	Total	4,795	4,916	5,119	5,222	5,286	5,138	5,083	5,007	5,106	5,291
Total	Women	9,005	9,324	9,462	9,675	9,749	9,682	9,752	9,949	10,234	10,446
	Men	10,340	10,487	10,654	10,830	10,833	10,737	10,773	10,741	10,928	11,169
Grand Total	Total	19,345	19,811	20,116	20,505	20,582	20,419	20,525	20,690	21,162	21,615

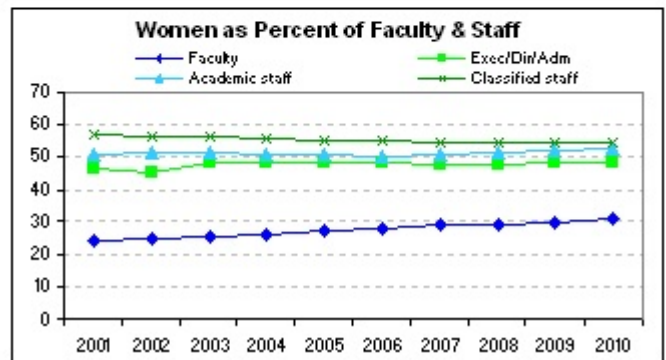
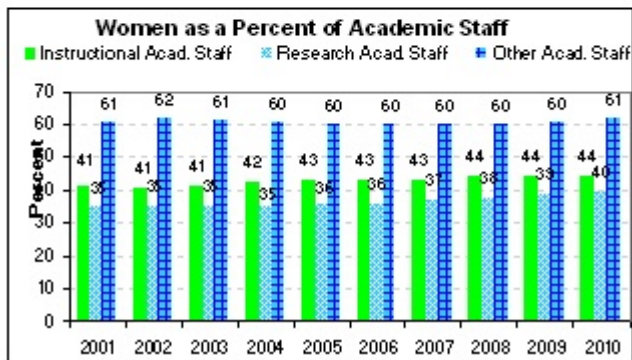
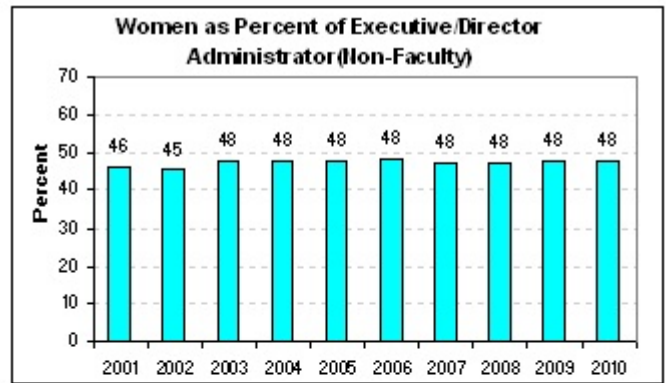
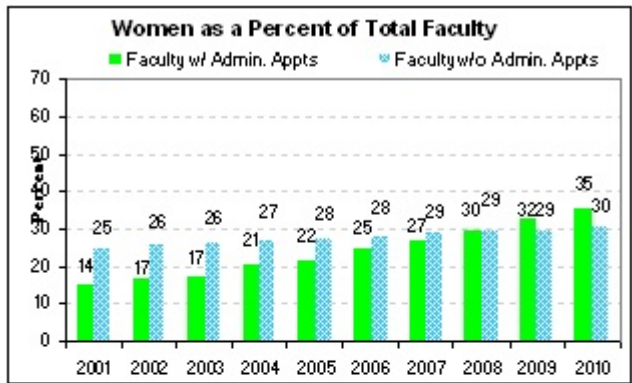
Notes Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, student and unclassified hourly workers, University Hospitals & Clinics staff are excluded. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Department chairs included in 1999 and later years. 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 such as Research Specialist.

Source October EEO and IADS data.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

Please see also
University of Wisconsin-Madison Data Digest, 2010-2011
Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis
www.apa.wisc.edu/DataDigest/DATA_DIGEST_11.pdf
“Headcount of Faculty and Staff by Gender” (p. 33)

(continued)

Appendix 1: Headcount of Faculty & Staff by Gender, continued



(continued)

Appendix 2: Headcount of Faculty & Staff by Race/Ethnicity

		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Faculty	Black	60	57	55	54	53	53	51	48	45	47
	Asian/Pacific Islander	163	176	183	187	198	206	216	228	232	238
	American Indian	8	9	10	11	11	12	13	13	12	10
	Hispanic	60	66	73	75	76	76	77	77	76	77
	White/Unknown	1,922	1,917	1,915	1,911	1,882	1,863	1,841	1,812	1,810	1,793
	Two or More Races										12
	Total	2213	2225	2236	2238	2220	2210	2198	2178	2175	2177
Faculty with Administrative Appointments	Black	7	8	8	6	8	8	8	4	5	3
	Asian/Pacific Islander	6	10	14	11	9	12	10	14	12	11
	American Indian	0	0	0	1	1	1	1	1	1	2
	Hispanic	6	5	7	8	8	6	5	4	5	8
	White/Unknown	199	209	212	209	207	211	203	211	215	210
	Two or More Races										4
	Total	218	232	241	235	233	238	227	234	238	238
Faculty without Administrative Appointments	Black	53	49	47	48	45	46	43	44	40	44
	Asian/Pacific Islander	157	166	169	176	189	194	206	214	220	227
	American Indian	8	9	10	10	10	11	12	12	11	8
	Hispanic	54	61	66	67	68	70	72	73	71	69
	White/Unknown	1,723	1,708	1,703	1,702	1,675	1,652	1,638	1,601	1,595	1,583
	Two or More Races										8
	Total	1,995	1,993	1,995	2,003	1,987	1,972	1,971	1,944	1,937	1,939
Executive/ Director/ Administrator	Black	23	22	24	21	19	18	20	21	21	20
	Asian/Pacific Islander	2	3	5	5	4	5	5	6	5	6
	American Indian	4	2	2	2	3	3	2	2	2	3
	Hispanic	12	12	12	14	16	16	16	16	16	18
	White/Unknown	335	342	346	346	346	334	340	342	355	361
	Two or More Races										2
	Total	376	381	389	388	388	376	383	387	399	410
Academic Staff	Black	92	79	82	93	93	110	111	109	124	119
	Asian/Pacific Islander	326	367	411	448	488	503	517	556	553	565
	American Indian	24	24	22	29	29	28	33	36	35	28
	Hispanic	131	135	140	150	153	137	135	147	149	147
	White/Unknown	5,564	5,790	5,801	5,901	5,927	5,908	6,030	6,137	6,260	6,424
	Two or more Races										34
	Total	6,137	6,395	6,456	6,621	6,690	6,686	6,826	6,985	7,121	7,317
Instructional Academic Staff	Black	26	24	27	29	28	34	34	33	35	34
	Asian/Pacific Islander	85	88	108	119	145	158	147	169	162	159
	American Indian	5	3	2	6	6	5	6	9	10	5
	Hispanic	50	54	50	53	62	52	48	53	53	57
	White/Unknown	1,696	1,747	1,696	1,742	1,797	1,774	1,813	1,875	1,923	1,962
	Two or more Races										8
	Total	1,862	1,916	1,883	1,949	2,038	2,023	2,048	2,139	2,183	2,225
Research Doctoral Academic Staff	Black	4	5	6	7	9	7	9	6	9	9
	Asian/Pacific Islander	126	149	167	196	209	203	215	220	218	229
	American Indian	2	2	2	2	1	1	1	2	2	2
	Hispanic	21	22	28	24	32	27	28	27	26	23
	White/Unknown	836	874	887	906	933	940	947	940	950	995
	Two or more Races										3
	Total	989	1,052	1,090	1,135	1,184	1,178	1,200	1,195	1,205	1,261
Other Academic Staff	Black	62	50	49	57	56	69	68	70	80	76
	Asian/Pacific Islander	115	130	136	133	134	142	155	167	173	177
	American Indian	17	19	18	21	22	22	26	25	23	21
	Hispanic	60	59	62	73	59	58	59	67	70	67
	White/Unknown	3,032	3,169	3,218	3,253	3,197	3,194	3,270	3,322	3,387	3,467
	Two or more Races										23
	Total	3,286	3,427	3,483	3,537	3,468	3,485	3,578	3,651	3,733	3,831

– Table continues on facing page –

Please see also

University of Wisconsin-Madison Data Digest, 2010-2011
 Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis
www.apa.wisc.edu/DataDigest/DATA_DIGEST_11.pdf
 “Headcount of Faculty and Staff by Race/Ethnicity” (pp. 41-44)

(continued)

Appendix 2: Headcount of Faculty & Staff by Race/Ethnicity, continued

		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Classified Staff	Black	127	130	125	135	128	126	127	130	133	129
	Asian/Pacific Islander	124	134	161	163	185	196	209	217	239	233
	American Indian	18	15	18	18	19	17	20	16	18	16
	Hispanic	144	159	165	211	236	256	270	272	288	291
	White/Unknown	4,697	4,716	4,705	4,710	4,617	4,587	4,602	4,630	4,688	4,713
	Two or more Races										28
	Total		5,110	5,154	5,174	5,237	5,185	5,182	5,228	5,265	5,366
Permanent Classified Staff	Black	123	126	121	128	124	122	126	129	133	126
	Asian/Pacific Islander	117	130	149	154	174	189	202	210	226	217
	American Indian	17	15	18	17	18	15	19	15	16	15
	Hispanic	138	150	157	206	229	248	265	266	281	282
	White/Unknown	4,518	4,537	4,514	4,529	4,454	4,416	4,425	4,435	4,464	4,435
	Two or more Races										26
	Total		4913	4958	4959	5034	4999	4990	5037	5055	5120
Project Classified Staff	Black	4	4	4	7	4	4	1	1	0	3
	Asian/Pacific Islander	7	4	12	9	11	7	7	7	13	16
	American Indian	1	0	0	1	1	2	1	1	2	1
	Hispanic	6	9	8	5	7	8	5	6	7	9
	White/Unknown	179	179	191	181	163	171	177	195	224	278
	Two or more Races										2
	Total		197	196	215	203	186	192	191	210	246
Employes-in-Training	Black	12	11	8	5	9	9	14	24	20	23
	Asian/Pacific Islander	210	220	243	282	266	271	275	306	341	324
	American Indian	2	1	1	1	1	1	1	0	0	2
	Hispanic	29	32	37	38	40	48	46	37	48	36
	White/Unknown	459	476	453	473	497	498	471	501	586	625
	Two or more Races										0
	Total		712	740	742	799	813	827	807	868	995
Graduate Assistants	Black	119	121	125	148	141	127	147	141	147	140
	Asian/Pacific Islander	1,381	1,430	1,505	1,513	1,475	1,412	1,345	1,327	1,398	1,257
	American Indian	21	22	26	24	28	29	27	27	34	27
	Hispanic	217	233	252	260	280	265	273	260	255	268
	White/Unknown	3,057	3,110	3,211	3,277	3,362	3,305	3,291	3,252	3,272	3,589
	Two or more Races										10
	Total		4,795	4,916	5,119	5,222	5,286	5,138	5,083	5,007	5,106
Total	Black	433	420	419	456	443	443	470	473	490	478
	Asian/Pacific Islander	2,206	2,330	2,508	2,598	2,616	2,593	2,567	2,640	2,768	2,623
	American Indian	77	73	79	85	91	90	96	94	101	86
	Hispanic	593	637	679	748	801	798	817	809	832	837
	White/Unknown	16,034	16,351	16,431	16,618	16,631	16,495	16,575	16,674	16,971	17,505
	Two or more Races										86
	Grand Total		19,343	19,811	20,116	20,505	20,582	20,419	20,525	20,690	21,162

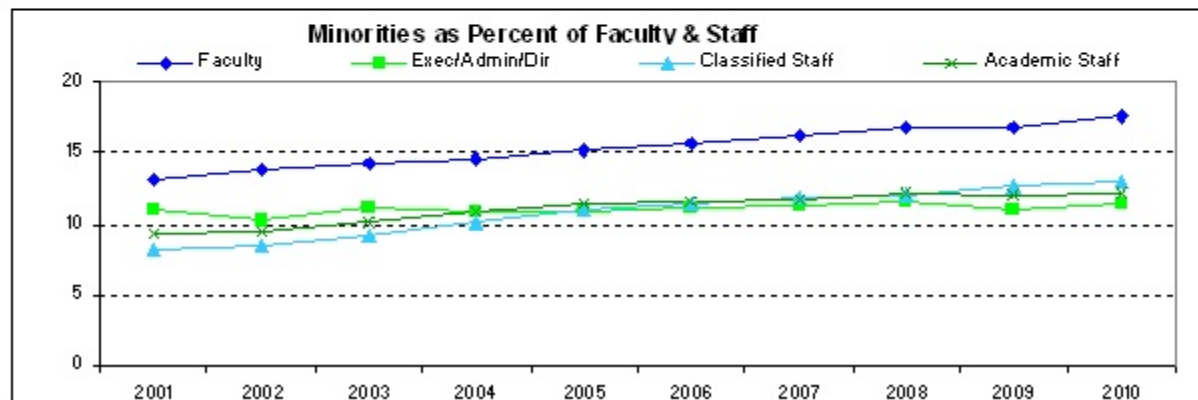
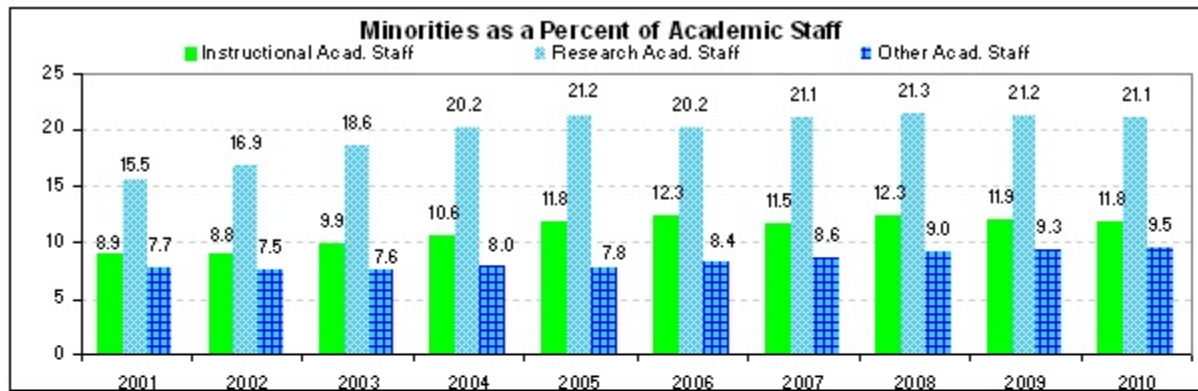
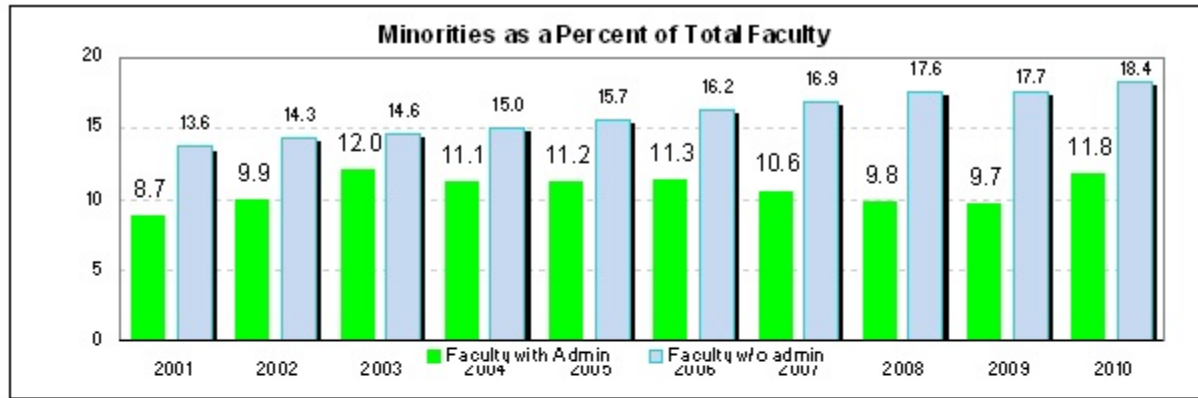
Notes Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded.
 “White/other” includes people who chose not to report their race/ethnicity. In the graphs, Academic Staff includes Executive/ Director/ Administrator, Instructional and Other Academic Staff.

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 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 Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Source October IADS data. Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

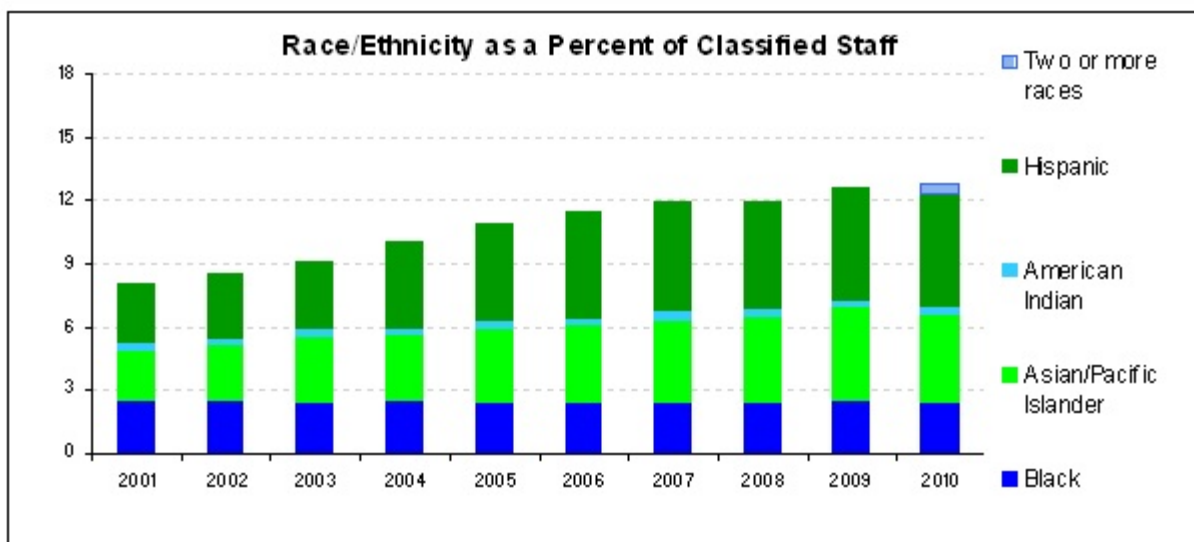
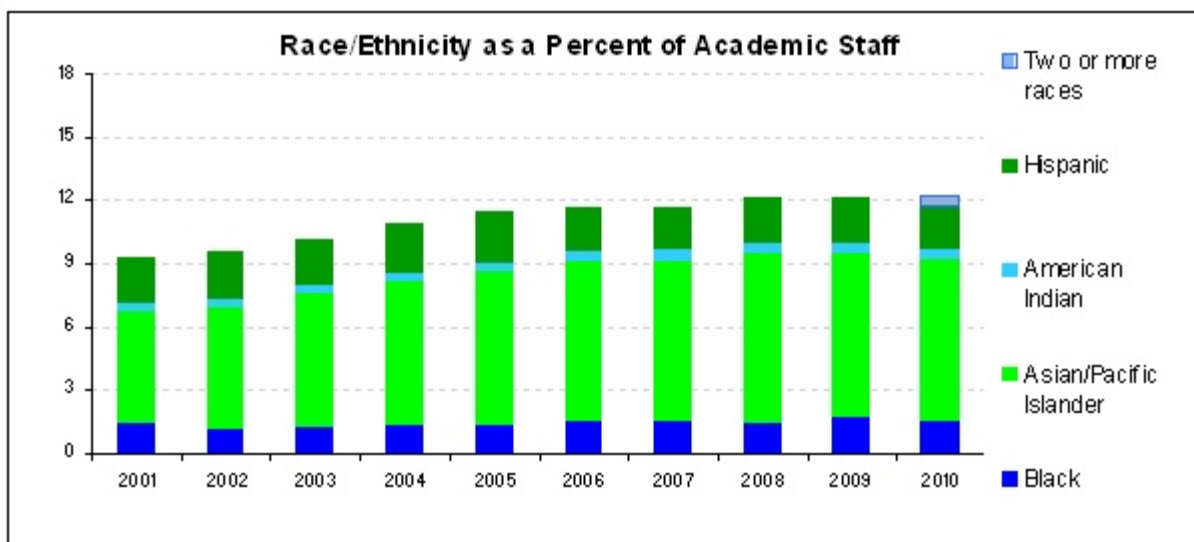
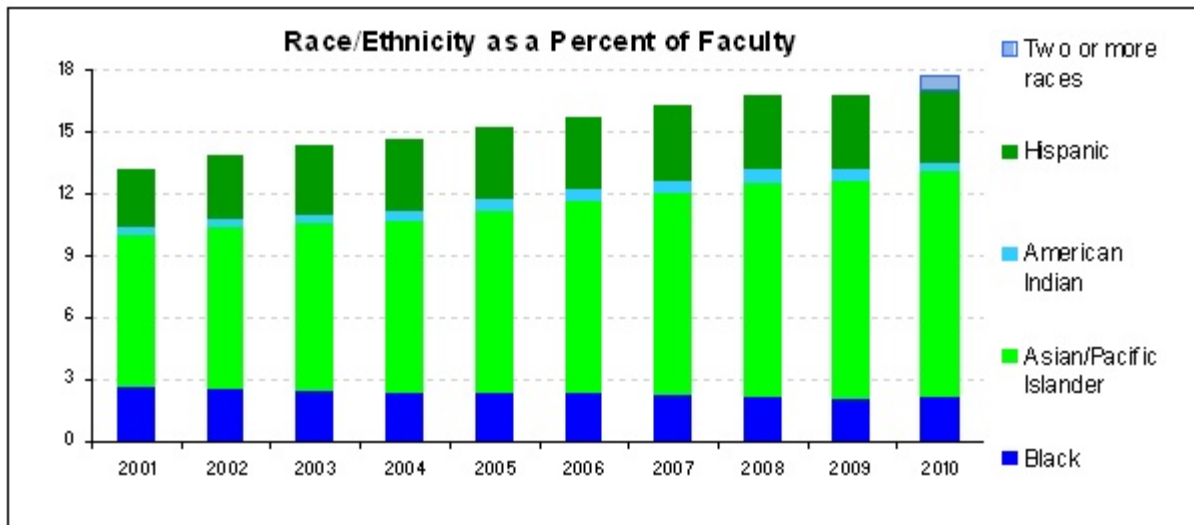
(continued)

Appendix 2: Headcount of Faculty & Staff by Race/Ethnicity, continued



(continued)

Appendix 2: Headcount of Faculty & Staff by Race/Ethnicity, continued



(continued)

Appendix 3: Headcount of Faculty & Staff by Gender & Race/Ethnicity

		Executive/ Director/ Administrator	Instructional Academic Staff	Other Academic Staff	Classified Staff	Employes- in-Training	Graduate Assistants	Total	
Women	Black	23	11	11	46	59	15	83	248
	Asian	69	5	68	198	130	108	516	1,094
	Native American	6	0	3	13	7	0	19	48
	Hispanic	31	10	24	52	138	19	136	410
	White/Unknown	541	171	870	2,523	2,578	280	1,832	8,595
	Two or more races	4	0	5	20	17	0	5	51
	Total	674	197	981	2,852	2,929	422	2,391	10,446
Men	Black	24	9	23	39	70	8	57	230
	Asian	169	1	91	208	103	216	741	1,529
	Native American	4	3	2	10	9	2	8	38
	Hispanic	46	8	33	38	153	17	132	427
	White/Unknown	1,252	190	1,092	1,939	2,135	345	1,957	8,910
	Two or more races	8	2	3	6	11	0	5	35
	Total	1,503	213	1,244	2,240	2,481	588	2,900	11,169
Grand Total	2,177	410	2,225	5,092	5,410	1,010	5,291	21,615	

Notes Non-duplicating headcount reported. An individual who holds multiple appointments is counted only once. If the individual holds more than one category of appointment, that person is reported under the first appointment category that applies, according to the order given in the table. For example, a faculty member who also holds an executive/ director/ administrator position is reported as faculty. (Approximately 100 individuals hold both faculty and administrative appointments.) An individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, Student and Unclassified hourly workers excluded.

Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in data for 2010 and later years. A two part question asks 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 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 Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

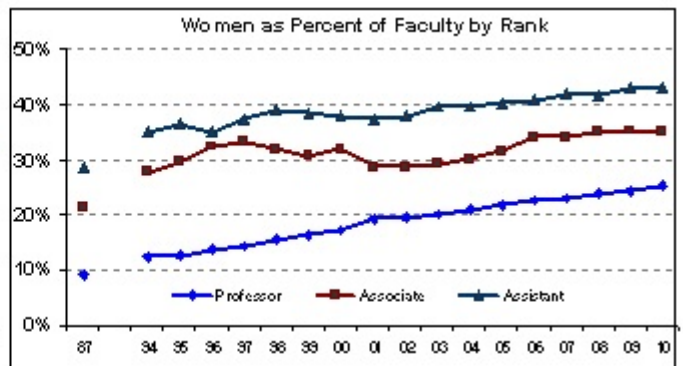
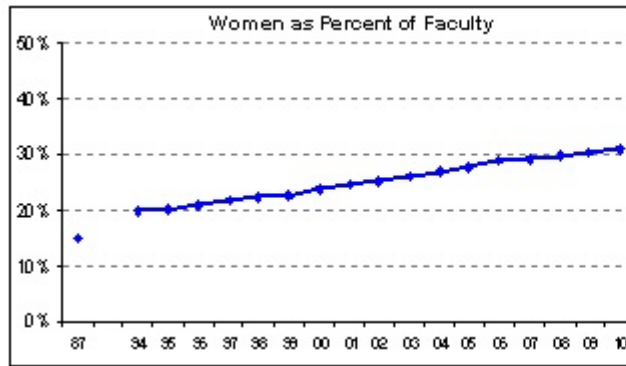
Source October IADS data.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

Please see also
University of Wisconsin-Madison Data Digest, 2010-2011
Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis
www.apa.wisc.edu/DataDigest/DATA_DIGEST_11.pdf
“Headcount of Faculty and Staff by Gender and Race/Ethnicity” (p. 45)

(continued)

Appendix 4: Faculty Headcount by Rank & Gender

		1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Professor	Women	140	179	181	191	196	212	225	233	262	299	275	283	291	298	308	307	312	324
	Men	1,366	1,267	1,248	1,199	1,174	1,157	1,143	1,127	1,108	1,098	1,084	1,060	1,044	1,019	1,012	987	969	959
	% Women	9%	12%	13%	14%	14%	15%	16%	17%	19%	20%	20%	21%	22%	23%	23%	24%	24%	25%
Associate Professor	Women	79	126	135	146	157	138	125	125	107	101	106	110	113	135	137	151	153	157
	Men	292	326	319	305	314	295	283	266	267	250	257	253	244	259	264	278	281	290
	% Women	21%	28%	30%	32%	33%	32%	31%	32%	29%	29%	29%	30%	32%	34%	34%	35%	35%	35%
Assistant Professor	Women	137	165	146	138	122	129	134	161	177	193	204	210	213	208	202	190	198	192
	Men	342	304	253	237	205	200	213	262	296	314	309	319	315	293	279	265	262	254
	% Women	29%	35%	37%	35%	37%	39%	38%	38%	37%	38%	40%	40%	40%	41%	42%	42%	43%	43%
Instructor	Women	2	0	0	1	2	1	0	0	0	0	1	0	0	3	1	0	0	1
	Men	2	0	0	1	1	2	0	0	1	0	0	3	0	0	0	0	0	0
Total Faculty	Women	358	470	462	466	477	480	484	519	546	563	586	603	617	639	648	648	663	674
	Men	2,002	1,897	1,820	1,742	1,694	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,603	1,571	1,555	1,530	1,512	1,508
	Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177
Women Faculty as % of Total		15.2	19.9	20.2	21.1	22.0	22.5	22.8	23.9	24.7	25.3	26.2	26.9	27.8	28.9	29.3	29.8	30.5	31.0



Notes Madison Plan in 1988 and Strategic Hiring Initiative from 1997-2002 and 2003-present both had goals to increase women in science hires.

Source October EEO and IADS data. Data for 1988 through 1993 not available at this time. Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

Please see also

University of Wisconsin-Madison Data Digest, 2010-2011
 Academic Planning and Analysis, Office of the Provost, and Office of Budget, Planning and Analysis
www.apa.wisc.edu/DataDigest/DATA_DIGEST_11.pdf
 "Faculty Headcount by Rank & Gender" (p. 34)

(continued)

Appendix 5: Faculty Headcount by Rank & Race/Ethnicity

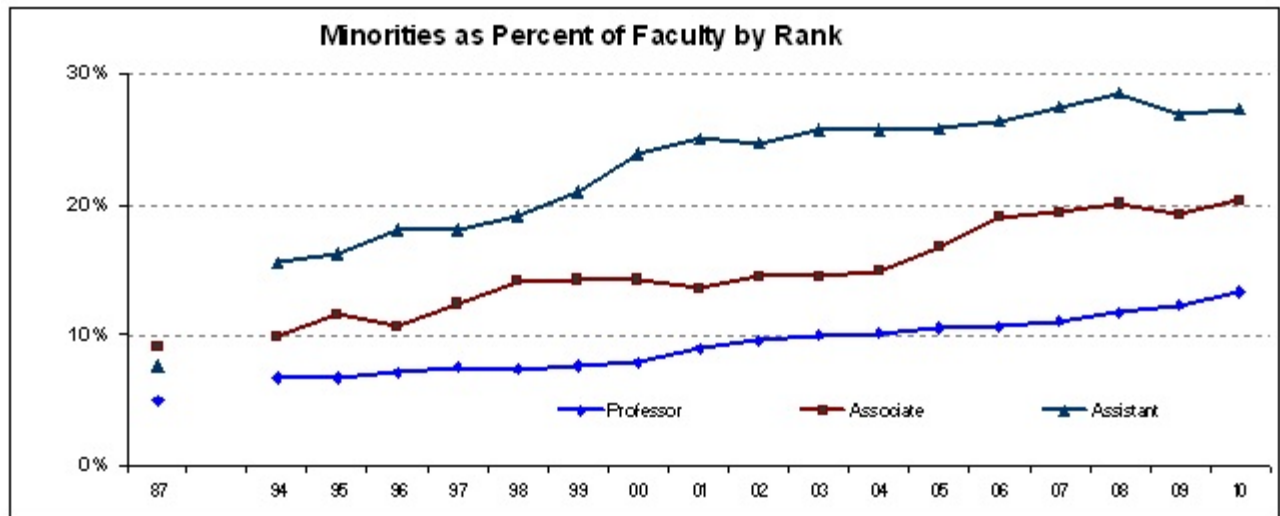
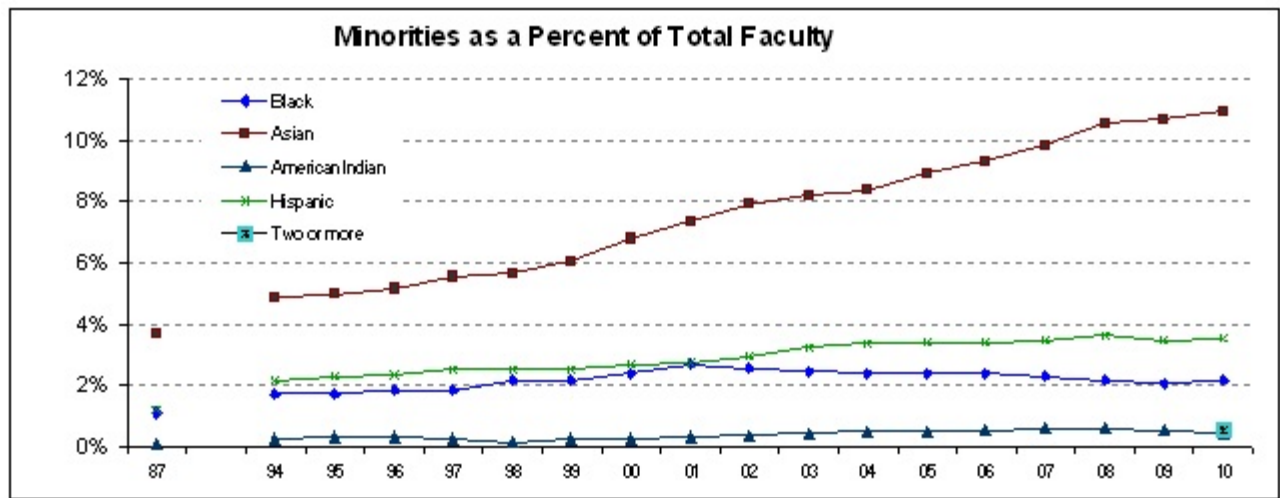
	1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Professor																		
Black	17	19	20	19	17	18	19	18	21	24	24	25	26	27	27	25	22	20
Asian	44	56	52	54	58	54	55	57	63	67	71	71	77	79	87	93	100	109
American Indian	0	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2
Hispanic	14	20	21	24	26	27	27	29	35	38	38	37	35	32	29	32	32	34
Two or more races																		6
White/Un known	1431	1,348	1,333	1,291	1,268	1,268	1,264	1,253	1,243	1,235	1,223	1,207	1,194	1,176	1,169	1,141	1,124	1,112
Associate Professor																		
Black	5	5	10	10	14	14	12	11	12	10	11	10	7	5	6	8	7	8
Asian	20	23	25	21	26	32	32	31	30	31	30	33	39	51	51	60	57	58
American Indian	3	2	2	1	1	1	1	1	1	1	1	1	3	5	5	6	5	5
Hispanic	6	15	16	16	17	14	13	13	8	9	11	10	11	14	16	12	15	18
Two or more races																		2
White/Un known	337	407	401	402	411	372	350	335	323	300	310	309	297	329	323	343	350	356
Assistant Professor																		
Black	4	17	10	12	9	15	16	23	27	23	20	18	20	21	18	15	16	19
Asian	24	37	37	39	36	34	41	59	70	78	82	83	82	76	78	76	75	71
American Indian	0	2	3	3	2	1	2	2	4	5	6	7	5	4	5	4	4	3
Hispanic	9	17	15	12	12	13	14	17	18	19	24	28	30	30	31	35	29	25
Two or more races																		4
White/Un known	442	396	334	299	268	266	274	322	354	382	381	393	391	365	349	325	336	324
Instructor																		
Black	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	1	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	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or more races																		0
White/Un known	4	0	0	2	3	2	0	0	1	0	1	2	0	3	1	0	0	1
Black	26	41	40	41	40	47	47	52	60	57	55	54	53	53	51	48	45	47
Total Faculty																		
Asian	88	116	114	114	120	121	128	147	163	176	183	187	198	206	216	229	232	238
American Indian	3	7	8	7	6	4	6	6	8	9	10	11	11	12	13	13	12	10
Hispanic	29	52	52	52	55	54	54	59	61	66	73	75	76	76	76	79	76	77
Two or more races																		12
White/Un known	2,254	2,151	2,068	1,994	1,950	1,908	1,888	1,930	1,921	1,917	1,915	1,911	1,882	1,863	1,842	1,809	1,810	1,793
Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,230	2,298	2,178	2,175	2,177
<i>Minority Faculty as % of Total</i>	6.2	9.1	9.4	9.7	10.2	10.6	11.1	12.1	13.2	13.8	14.4	14.6	15.2	15.7	16.2	16.9	16.8	17.6

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. “White/Unknown” includes people who chose not to report their race/ethnicity. In the graphs, Academic Staff includes Executive/ Director/ Administrator, Instructional and Other Academic Staff. 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 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 Hawaiian or Pacific Islander), American Indian, Hispanic, or White. Madison Plan in 1988 and Strategic Hiring Initiative from 1997-2002 and 2003-present both had goals to increase women in science hires.

Source October IADS data. Data for 1988 through 1993 not available at this time. Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

(continued)

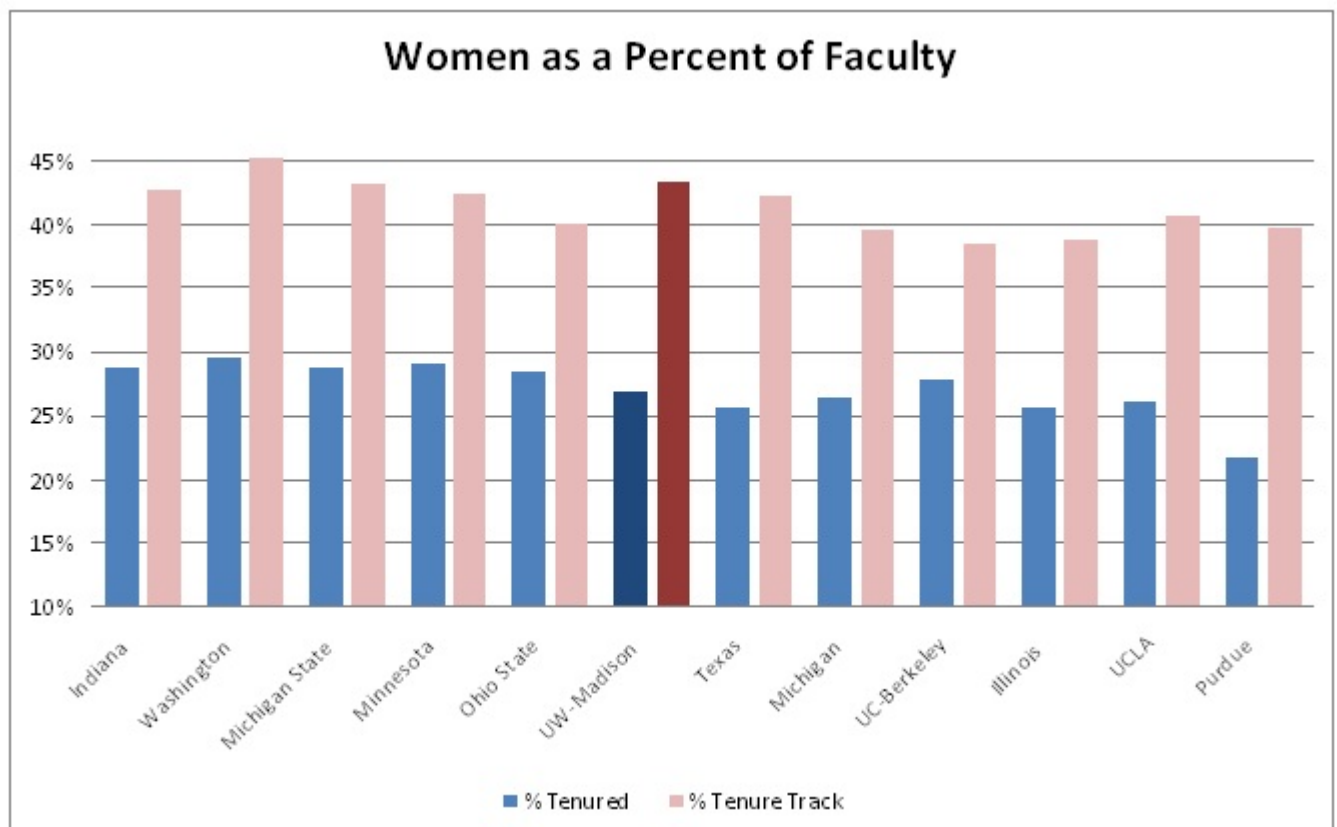
Appendix 5: Faculty Headcount by Rank & Race/Ethnicity, continued



(continued)

Appendix 6: Comparison of Gender and Tenure Status of UW-Madison Faculty with Peer Institutions

Institution Name	Tenured				Tenure Track				Total			
	Men	Women	% Women	Ranking	Men	Women	% Women	Ranking	Men	Women	% Women	Ranking
Indiana	684	276	29%	4	234	174	43%	4	918	450	33%	1
Washington	776	324	29%	1	157	129	45%	1	933	453	33%	2
Michigan State	1051	425	29%	3	259	196	43%	3	1310	621	32%	3
Minnesota	1187	484	29%	2	273	201	42%	5	1460	685	32%	4
Ohio State	1380	548	28%	5	402	267	40%	8	1782	815	31%	5
UW-Madison	1113	410	27%	7	241	184	43%	2	1354	594	30%	6
Texas	1098	377	26%	11	293	213	42%	6	1391	590	30%	7
Michigan	1401	504	26%	8	378	247	40%	10	1779	751	30%	8
UC-Berkeley	814	311	28%	6	153	95	38%	12	967	406	30%	9
Illinois	987	339	26%	10	300	189	39%	11	1287	528	29%	10
UCLA	1134	398	26%	9	155	106	41%	7	1289	504	28%	11
Purdue	1023	282	22%	12	276	182	40%	9	1299	464	26%	12
Median excluding UW-Madison			28%				42%				30%	



Notes Includes all full-time tenured and tenure-track faculty in instruction, research and/or public service. Instructors not shown separately.

Source IPEDS Fall 2009.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 11 April 2011.

(continued)

Appendix 7: Comparison of Gender and Rank of UW-Madison Faculty with Peer Institutions

Institution Name	Professor				Associate Professor			
	Men	Women	% Women	Ranking	Men	Women	% Women	Ranking
Washington	560	165	23%	5	216	159	42%	1
Indiana	485	154	24%	2	246	147	37%	5
Michigan State	719	210	23%	6	342	218	39%	4
UW-Madison	861	274	24%	1	252	136	35%	11
Minnesota	810	227	22%	7	390	266	41%	3
Texas	786	191	20%	10	324	199	38%	5
Ohio State	822	224	21%	9	535	294	35%	10
UCLA	939	289	24%	3	190	109	36%	7
Michigan	1002	274	21%	8	423	238	36%	8
Purdue	638	113	15%	12	380	166	30%	12
Illinois	656	153	19%	11	338	190	36%	9
UC-Berkeley	649	193	23%	4	163	115	41%	2
Median excluding UW-Madison			22%				36%	

Institution Name	Assistant Professor			
	Men	Women	% Women	Ranking
Washington	157	129	45%	1
Indiana	187	149	44%	1
Michigan State	249	193	44%	3
UW-Madison	241	184	43%	4
Minnesota	260	192	42%	5
Texas	281	199	41%	6
Ohio State	414	293	41%	7
UCLA	154	104	40%	8
Michigan	354	238	40%	9
Purdue	279	185	40%	10
Illinois	292	185	39%	11
UC-Berkeley	146	90	38%	12
Median excluding UW-Madison			41%	

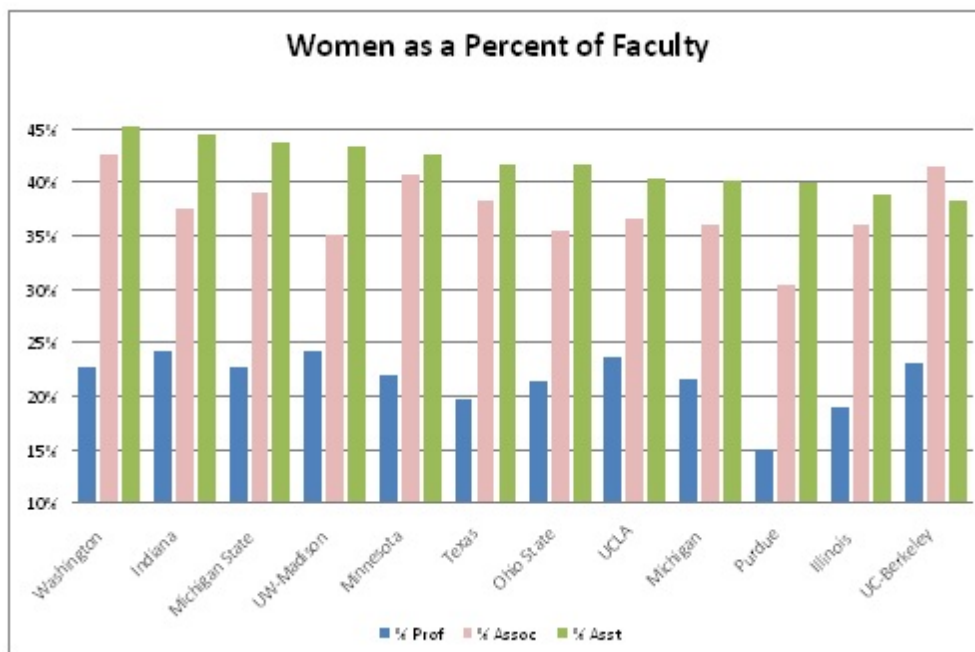
Notes

Includes all full-time tenured and tenure-track faculty in instruction, research and/or public service. Instructors not shown separately.

Source

IPEDS Fall 2009.

Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 11 April 2011.



(continued)

Appendix 8: Count of Higher-Level Administrative Positions by Gender & Faculty Status

Title Name	2002-03		2006-07		2007-08		2008-09		2009-10		2010-11		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	%
Chancellor	0	1	0	1	0	1	1	0	1	0	1	0	100%
Provost/ Vice Chancellor													
Faculty	0	3	0	2	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	0	1	0	1	0	1	0	2	0	2	0%
Vice Provost/ Associate Vice Chancellor													
Faculty	2	2	0	1	2	2	0	2	0	2	0	2	0%
Non-Faculty	0	1	2	2	2	3	2	5	2	5	2	5	29%
Assistant Vice Chancellor													
Non-Faculty	3	6	2	4	2	5	2	5	2	4	2	4	33%
Academic Deans	2	12	5	9	5	9	5	8	5	8	6	7	46%
Associate Dean - Faculty or CHS	13	25	14	33	14	27	17	28	15	29	14	29	33%
Assistant Dean - Faculty or CHS	0	0	0	4	0	3	0	3	0	2	0	2	0%
Assistant Dean- Non-Faculty													
Large	13	15	11	15	12	14	14	11	15	15	16	14	53%
Medium/Large			0	0	0	0	5	1	6	1	4	2	67%
Medium	33	16	29	15	25	12	24	15	22	17	28	19	60%
Small	8	4	11	5	10	5	5	3	5	3	6	3	67%
Associate Dean- Non-Faculty													
Large	7	10	7	10	7	12	7	10	10	9	7	8	47%
Medium/Large							1	1	1	1	3	2	60%
Medium	3	1	4	3	5	3	5	1	4	1	3	1	75%
Small	0	0	1	0	1	0	1	0	1	0	1	0	100%
Total Higher Level Administrative Positions													
Faculty	17	43	19	50	21	45	23	44	21	44	21	43	33%
Non-Faculty	68	55	67	55	64	55	66	53	68	58	72	60	55%

Notes Includes both paid and zero-dollar positions.

Source IADS appointment system frozen slice, October.

Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

(continued)

Appendix 9: Count of Higher-Level Administrative Positions by Minority & Faculty Status

Title Name/Faculty Status	2002-03		2006-07		2007-08		2008-09		2009-10		2010-11		
	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	%
Chancellor	0	1	0	1	0	1	0	1	0	1	0	1	0%
Provost/ Vice Chancellor													
Faculty	0	3	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	1	0	1	0	1	0	1	1	1	1	50%
Vice Provost/ Associate Vice Chancellor													
Faculty	2	2	0	3	0	3	0	2	0	2	0	2	0%
Non-Faculty	0	1	0	4	0	4	1	5	1	6	1	6	14%
Assistant Vice Chancellor													
Non-Faculty	3	6	3	3	3	3	3	3	3	3	4	2	67%
Dean - Faculty	0	14	1	14	1	13	1	12	1	12	1	12	8%
Associate Dean-Faculty or CHS	3	35	3	44	3	38	2	43	3	41	3	40	7%
Assistant Dean-Faculty or CHS	1	2	0	4	0	2	0	3	0	2	0	2	0%
Assistant Dean - Non-Faculty													
Large	3	25	3	23	4	22	3	22	4	26	4	26	13%
Medium/Large							1	5	0	7	0	6	0%
Medium	15	34	16	28	13	24	13	23	14	25	16	31	34%
Small	2	10	2	14	1	14	1	3	1	7	2	7	22%
Associate Dean- Non-Faculty													
Large	0	17	1	16	0	19	0	15	0	19	0	15	0%
Medium/Large							0	2	0	2	1	4	20%
Medium	0	4	0	7	0	8	0	6	0	5	0	4	0%
Small	0	0	0	1	0	1	0	1	0	1	0	1	0%
Total Higher Level Administrative Positions													
Faculty	6	57	4	69	4	60	3	64	4	61	4	60	6%
Non-Faculty	24	99	26	96	22	95	23	85	24	102	29	103	22%

Notes Includes both paid and zero-dollar associate vice chancellors, assistant vice chancellors, deans, associate deans, and assistant deans. Minority faculty are those who identify themselves as Black, Asian, Native American, or Hispanic. Does not include the dean of students office.

Source IADS appointment system frozen slice, October.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011, updated 14 April 2011.

(continued)

Appendix 10: Number of Full Professor Faculty, Department Chairs and Academic Program Directors by Gender & Divisional Committee Affiliation

	2002-03		2007-08		2008-09		2009-10		2010-11		
	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	# Dept Chair/ Acad Prog Dirs	Number of Full Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs
Total	186	14%	186	14%	187	14%	1281	185	1283	181	14%
Men	160	15%	135	13%	132	13%	969	126	959	117	12%
Women	26	10%	51	17%	55	18%	312	59	324	64	20%
% Women	14%		27%		29%		24%	32%	25%	35%	
Biological Sciences											
Men	60	17%	54	16%	49	14%	329	46	321	44	14%
Women	3	5%	7	10%	8	11%	73	9	74	11	15%
Physical Sciences											
Men	36	11%	26	9%	24	9%	280	22	283	24	8%
Women	1	4%	6	23%	4	15%	28	5	32	3	9%
Social Studies											
Men	39	15%	30	13%	36	16%	219	35	212	30	14%
Women	12	13%	16	16%	18	18%	104	19	111	22	20%
Arts & Humanities											
Men	25	15%	25	17%	23	16%	141	23	143	19	13%
Women	10	11%	22	20%	25	23%	107	26	107	28	26%

Notes Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and associate or assistant academic program directors. Excludes academic program directors who do not also hold faculty appointments.

Source IADS appointment system frozen slice, October.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

(continued)

Appendix 11: Number of Full Professor Faculty, Department Chairs and Academic Program Directors by Minority Status & Divisional Committee Affiliation

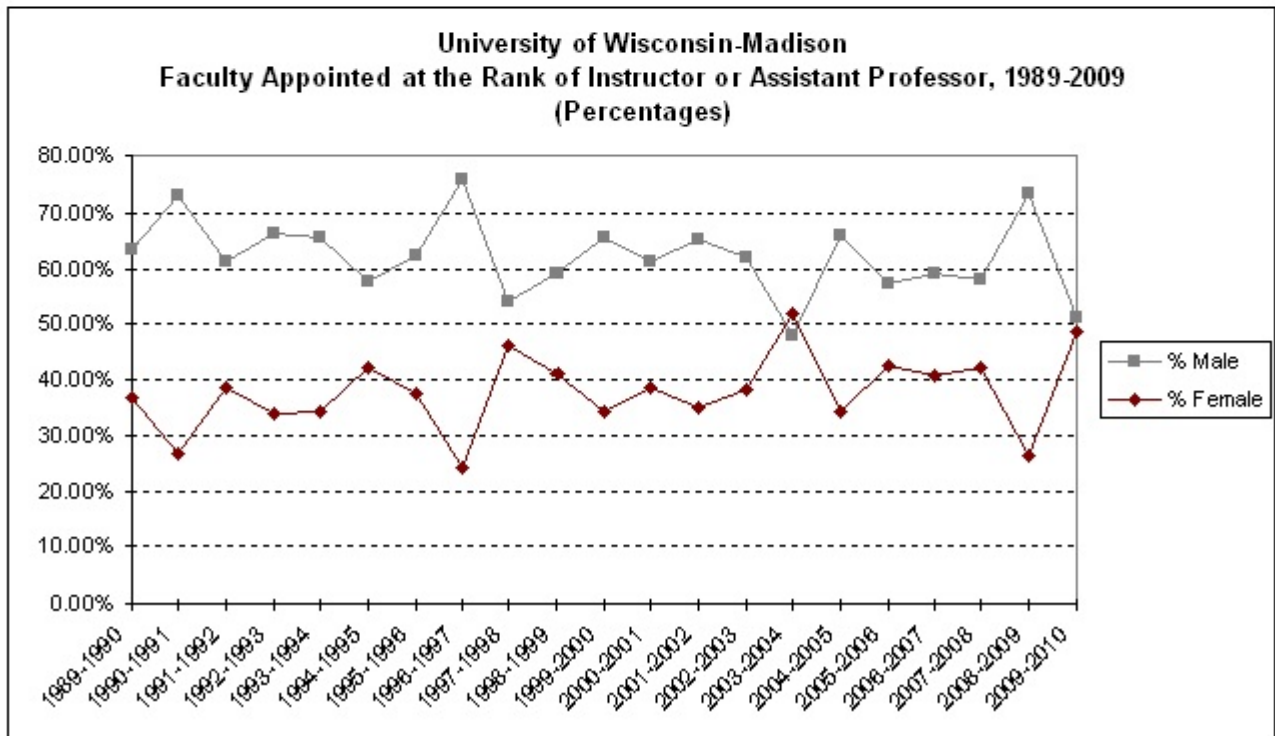
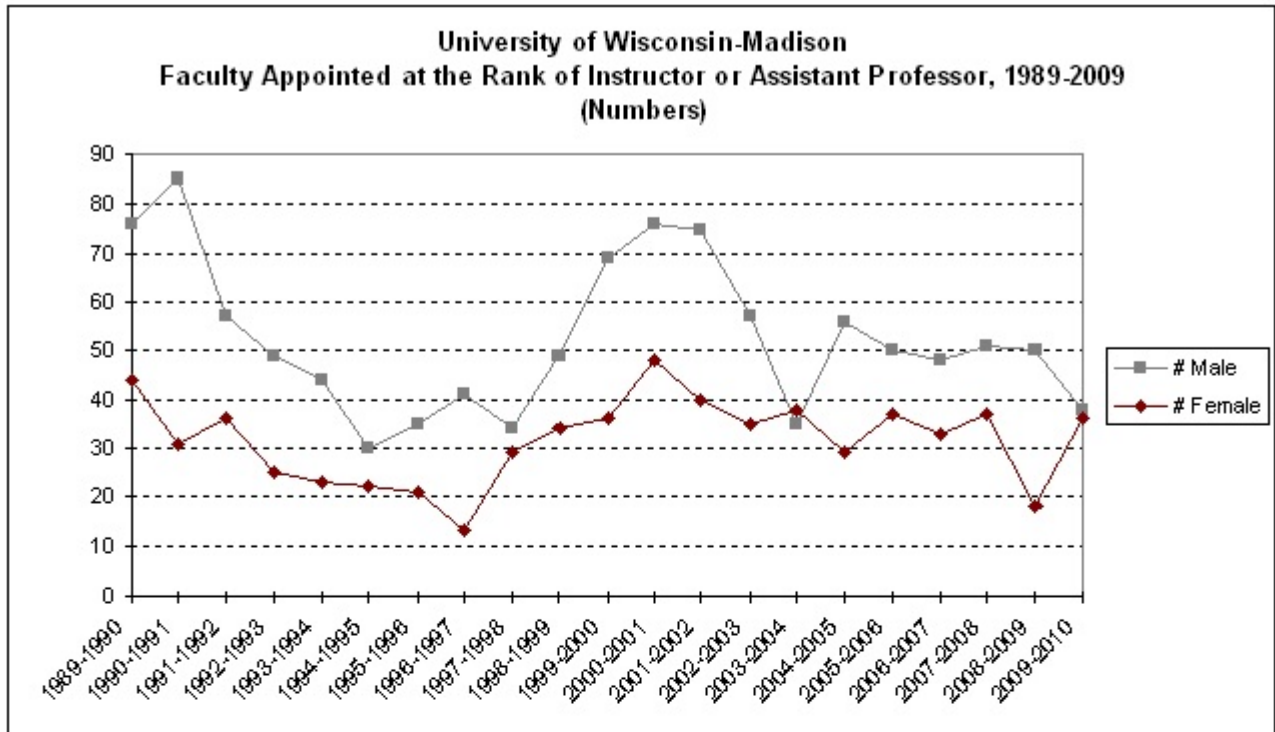
	2002-03		2006-07		2007-08		2008-09		2009-10		2010-11		
	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	# Dept Chair/ Acad Prog Dirs	Chair/ APD as % of Profs
Total	186	14%	190	14%	186	14%	187	14%	185	14%	1283	181	14%
Non-minority	167	14%	168	14%	166	14%	168	14%	165	14%	1112	157	14%
Minority	19	14%	22	16%	20	14%	19	13%	20	13%	171	24	14%
% Minority	10%		12%		11%		10%		11%		13%	13%	
Biological Sciences													
Non-minority	60	16%	58	16%	56	15%	53	14%	51	14%	352	51	14%
Minority	3	10%	6	17%	5	14%	4	11%	4	11%	43	4	9%
Physical Sciences													
Non-minority	34	11%	31	11%	27	10%	24	9%	25	10%	257	24	9%
Minority	3	8%	7	17%	5	11%	4	9%	2	4%	58	3	5%
Social Studies													
Non-minority	49	15%	42	14%	42	14%	47	16%	45	16%	288	44	15%
Minority	2	6%	3	9%	4	13%	7	23%	9	26%	35	8	23%
Arts & Humanities													
Non-minority	24	11%	37	17%	41	18%	44	19%	44	20%	215	38	18%
Minority	11	33%	6	19%	6	18%	4	12%	5	14%	35	9	26%

Notes Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and associate or assistant academic program directors. Minority faculty are those who identify themselves as Black, Asian, Pacific Islander, Native American, Hispanic, or two or more races. Excludes academic program directors who do not also hold faculty appointments.

Source IADS appointment system frozen slice, October.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

(continued)

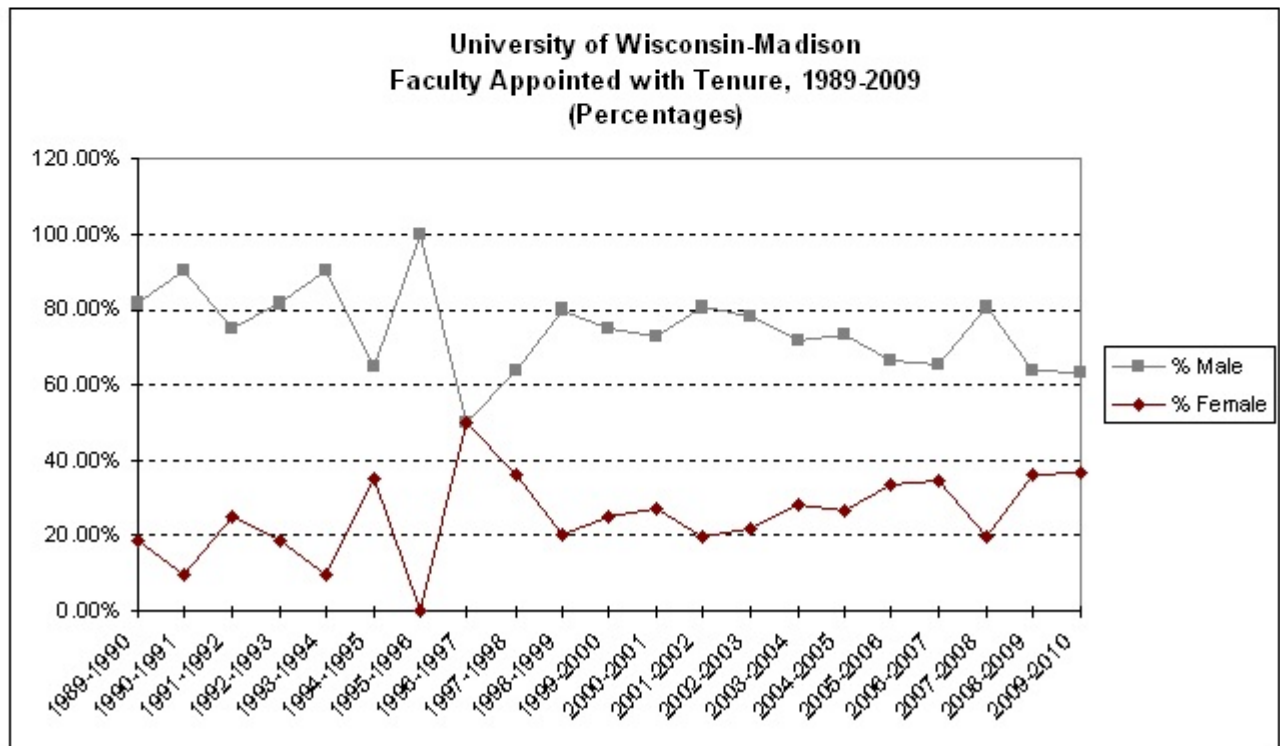
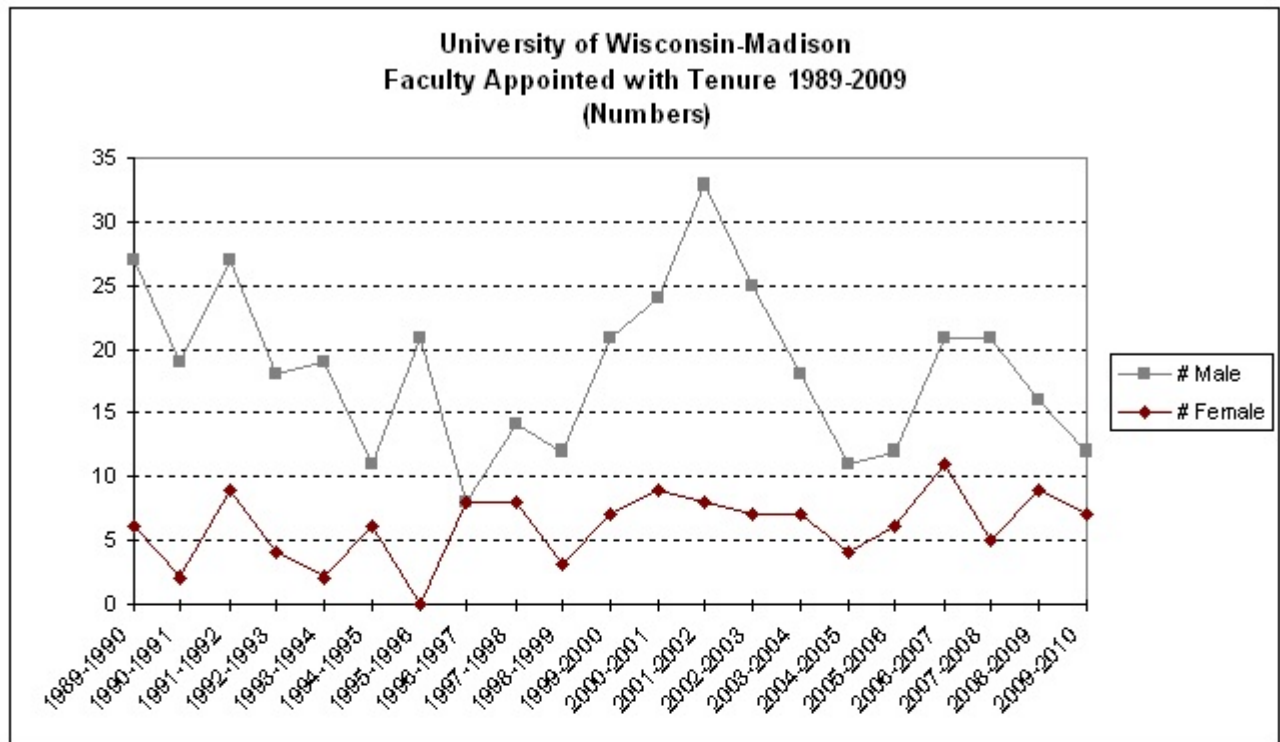
Appendix 12: Faculty Appointed at the Rank of Instructor or Assistant Professor, 1989-2009



Source Data were drawn from the Integrated Appointment Data System (IADS) [EEO data prior to 1994-1995, IADS data, 1994-1995 to present] and represent hires on an annual basis [15 May to 14 May]. Prepared by the Office of Human Resources, Office of the Secretary of the Faculty, and Academic Planning & Analysis.

(continued)

Appendix 13: Faculty Appointed with Tenure, 1989-2009



Source Data were drawn from the Integrated Appointment Data System (IADS) [EEO data prior to 1994-1995, IADS data, 1994-1995 to present] and represent hires on an annual basis [15 May to 14 May]. Prepared by the Office of Human Resources and Office of the Secretary of the Faculty, and Academic Planning & Analysis.

(continued)

Appendix 14: Women in Science Faculty Hires at UW-Madison 1982-83 to 2010-11

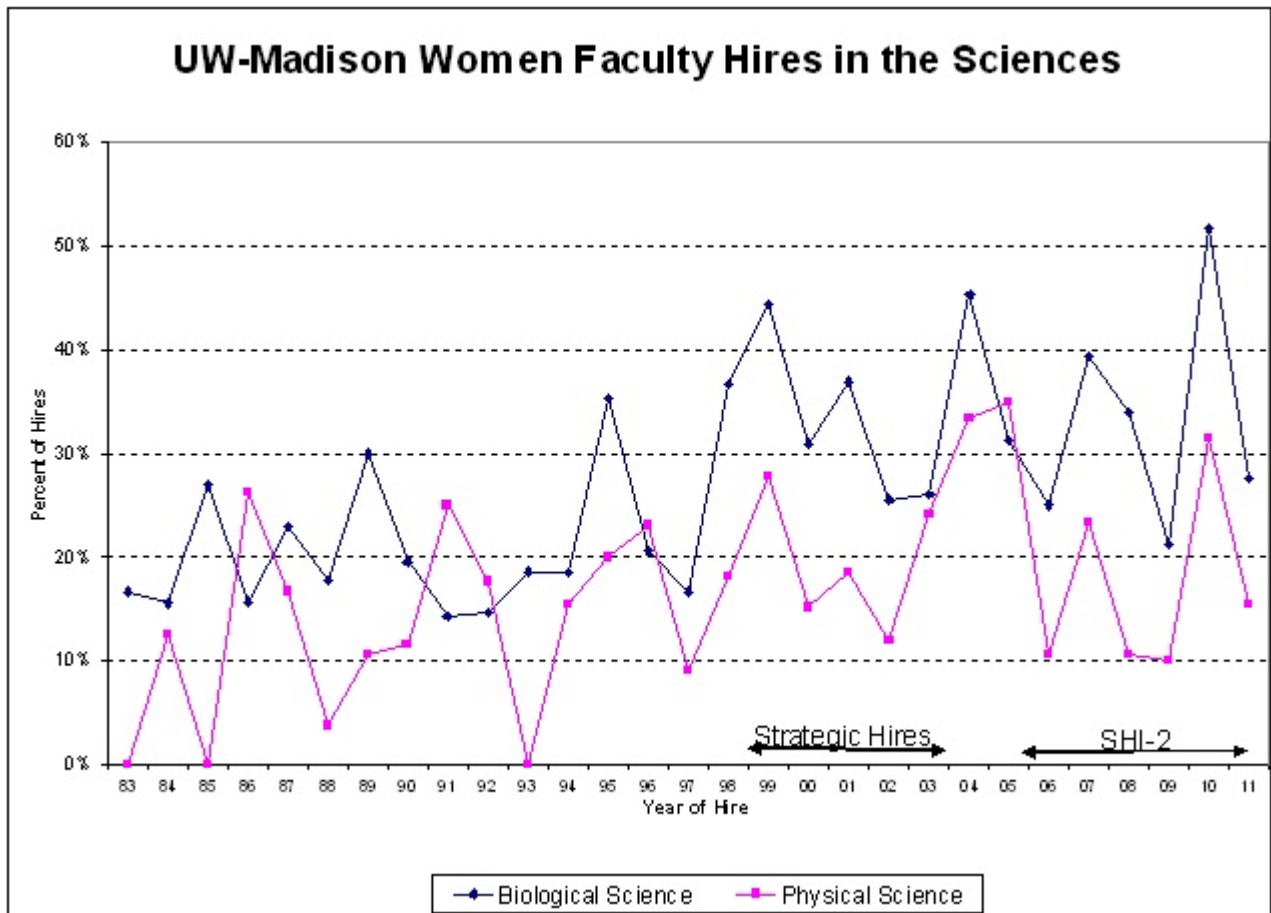
Year of Hire	New Faculty Hires			Women Faculty Hires			Women as % of Hires		
	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science
Pre-Madison Plan									
1982-83	106	48	14	24	8	0	23%	17%	0%
1983-84	140	64	16	29	10	2	21%	16%	13%
1984-85	148	52	22	41	14	0	28%	27%	0%
1985-86	129	51	19	40	8	5	31%	16%	26%
1986-87	92	35	18	26	8	3	28%	23%	17%
1987-88	119	45	27	28	8	1	24%	18%	4%
Madison Plan									
1988-89	196	50	38	68	15	4	35%	30%	11%
1989-90	149	51	26	49	10	3	33%	20%	12%
1990-91	144	42	28	34	6	7	24%	14%	25%
1991-92	127	34	17	45	5	3	35%	15%	18%
1992-93	114	43	11	31	8	0	27%	19%	0%
Post-Madison Plan									
1993-94	91	38	13	25	7	2	27%	18%	15%
1994-95	72	34	10	28	12	2	39%	35%	20%
1995-96	77	34	13	20	7	3	26%	21%	23%
1996-97	69	24	11	22	4	1	32%	17%	9%
Strategic Hiring Initiative									
1997-98	86	30	11	37	11	2	43%	37%	18%
1998-99	98	27	18	37	12	5	38%	44%	28%
1999-00	134	42	33	43	13	5	32%	31%	15%
2000-01	157	46	27	57	17	5	36%	37%	19%
2001-02	155	51	25	47	13	3	30%	25%	12%
Post-Strategic Hiring Initiative									
2002-03	123	46	29	43	12	7	35%	26%	24%
Strategic Hiring Initiative - Reestablished									
2003-04	99	42	15	45	19	5	45%	45%	33%
2004-05	97	32	20	34	10	7	35%	31%	35%
2005-06	106	36	19	43	9	2	41%	25%	11%
2006-07	113	33	30	45	13	7	40%	39%	23%
2007-08	112	50	19	42	17	2	38%	34%	11%
2008-09	94	33	20	27	7	2	29%	21%	10%
2009-10	93	29	19	43	15	6	46%	52%	32%
2010-11	105	29	13	39	8	2	37%	28%	15%

Notes Data from 2010-11 are preliminary. New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. 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. Science discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Source Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

(continued)

Appendix 14: Women in Science Faculty Hires at UW-Madison 1982-83 to 2010-11, continued



(continued)

Appendix 15: Minority Faculty Hires at UW-Madison 1982-83 to 2010-11

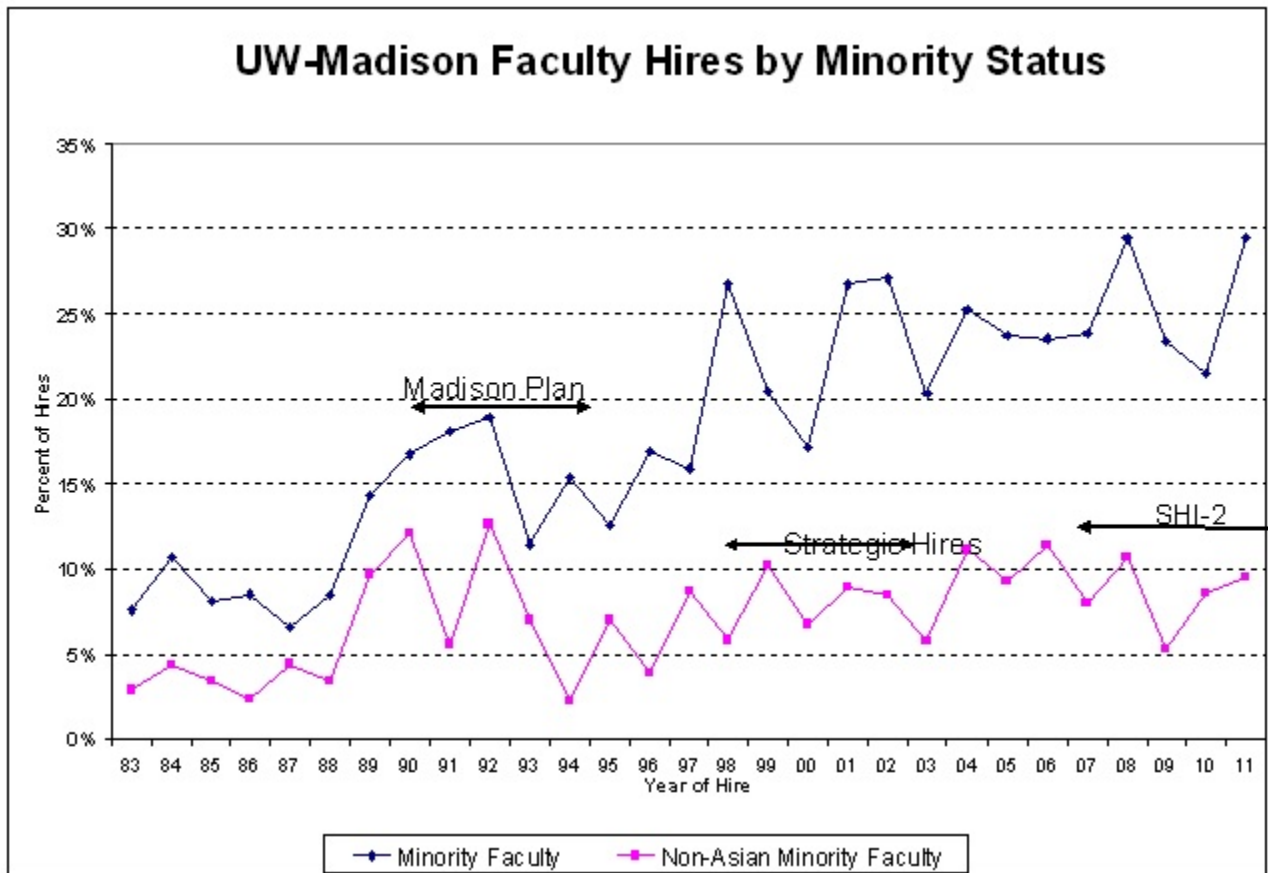
Year of Hire	Total Faculty Hired	Minority Faculty Hired					Two or More Races	Percent Minority	Percent Non-Asian Minority
		Total	Black	Asian	American Indian	Hispanic			
Pre-Madison Plan									
1982-83	106	8	0	5	0	3	8%	3%	
1983-84	140	15	2	9	0	4	11%	4%	
1984-85	148	12	2	7	2	1	8%	3%	
1985-86	129	11	0	8	0	3	9%	2%	
1986-87	92	6	2	2	0	2	7%	4%	
1987-88	119	10	0	6	1	3	8%	3%	
Madison Plan									
1988-89	196	28	4	9	2	13	14%	10%	
1989-90	149	25	7	7	2	9	17%	12%	
1990-91	144	26	5	18	0	3	18%	6%	
1991-92	127	24	7	8	1	8	19%	13%	
1992-93	114	13	3	5	2	3	11%	7%	
Post-Madison Plan									
1993-94	91	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%	
Strategic Hiring Initiative									
1997-98	86	23	3	18	0	2	27%	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%	
Post-Strategic Hiring Initiative									
2002-03	123	25	3	18	1	3	20%	6%	
Strategic Hiring Initiative - Reestablished									
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	112	33	4	21	1	7	29%	11%	
2008-09	94	21	1	17	0	3	22%	4%	
2009-10	93	20	5	12	0	3	22%	9%	
2010-11	105	31	5	21	0	3	2	30%	10%

Notes 2010-11 data are preliminary. New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. 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. Data collection for race/ethnicity changed in 2010. Individuals may now report two or more races.

Source Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011.

(continued)

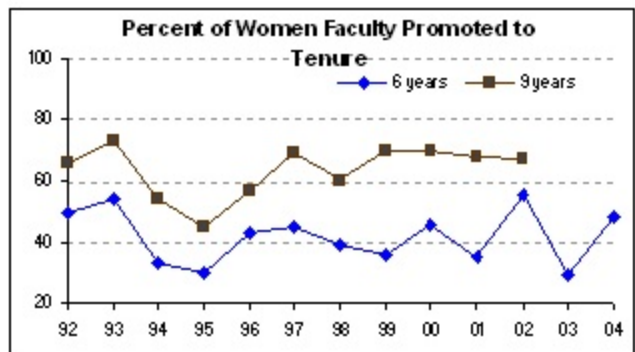
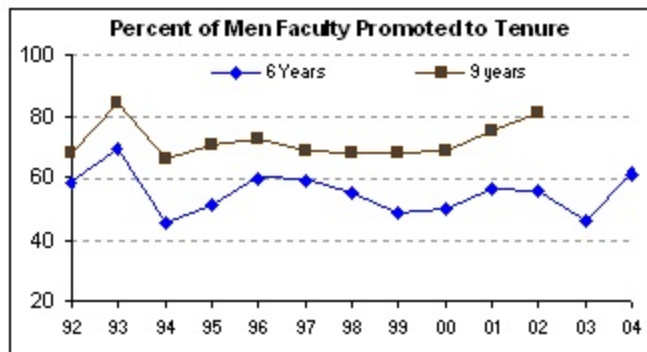
Appendix 15: Minority Faculty Hires at UW-Madison 1982-83 to 2010-11, continued



(continued)

Appendix 16: Faculty Promotions to Tenure by Gender

Entering Cohort	Women					Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-92	36	15	42	22	61	56	29	52	38	68
1992-93	26	13	50	17	65	56	33	59	38	68
1993-94	22	12	55	16	73	46	31	69	38	84
1994-95	24	8	33	13	54	35	16	46	23	66
1995-96	20	6	30	9	45	37	19	51	26	70
1996-97	14	6	43	8	57	40	24	60	29	73
1997-98	29	13	45	20	69	32	19	59	22	69
1998-99	33	13	39	20	61	47	26	55	32	68
1999-00	36	13	36	25	69	72	35	49	49	68
2000-01	46	21	46	32	70	76	38	50	52	68
2001-02	40	14	35	27	68	76	43	57	57	75
2002-03	36	20	56	24	67	57	32	56	46	81
2003-04	38	11	29			37	17	46		
2004-05	29	14	48			52	32	62		
Average	31	13	42	19	64	51	28	55	38	72



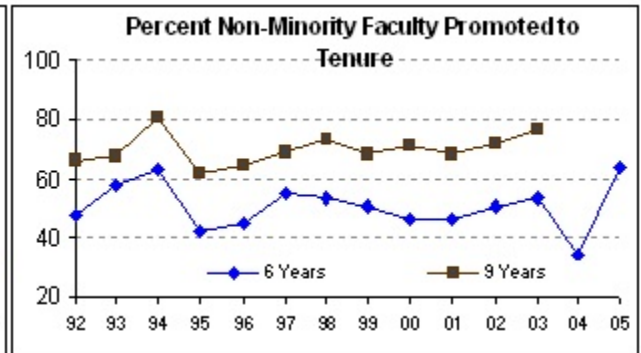
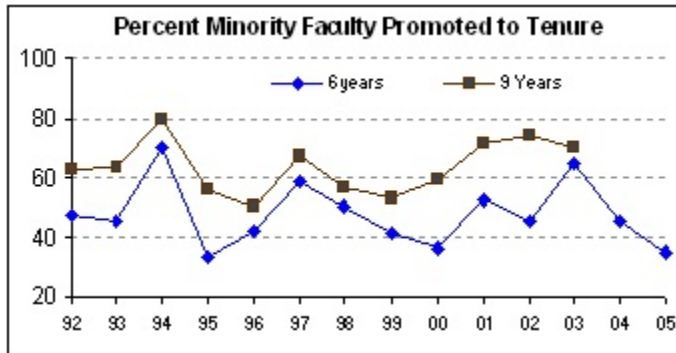
Notes Includes only those individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

Source UW Madison Tenure file and IADS. Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011, updated 13 April 2011.

(continued)

Appendix 17: Faculty Promotions to Tenure by Minority Status

Entering Cohort	Minority					Non-Minority				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-92	19	9	47	12	63	73	35	48	48	66
1992-93	11	5	45	7	64	71	41	58	48	68
1993-94	10	7	70	8	80	57	36	63	46	81
1994-95	9	3	33	5	56	50	21	42	31	62
1995-96	12	5	42	6	50	45	20	44	29	64
1996-97	12	7	58	8	67	42	23	55	29	69
1997-98	16	8	50	9	56	45	24	53	33	73
1998-99	17	7	41	9	53	63	32	51	43	68
1999-00	22	8	36	13	59	86	40	47	61	71
2000-01	38	20	53	27	71	84	39	46	57	68
2001-02	31	14	45	23	74	85	43	51	61	72
2002-03	20	13	65	14	70	73	39	53	56	77
2003-04	22	10	45			53	18	34		
2004-05	20	7	35			61	39	64		
Average	19	9	47	12	65	63	32	51	45	70



Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

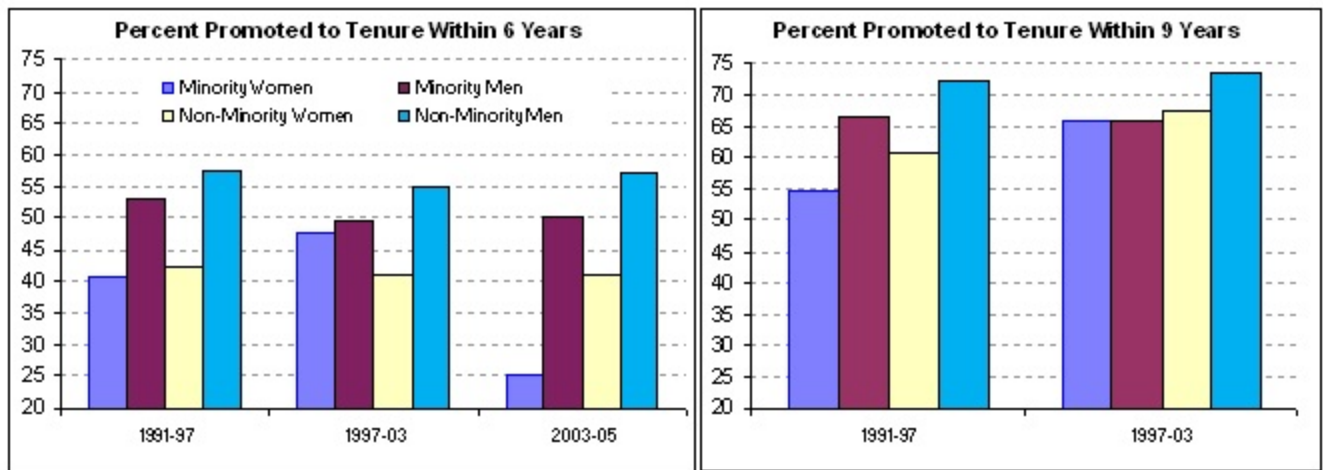
Source UW Madison Tenure file and IADS. Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011, updated 13 April 2011.

(continued)

Appendix 18: Faculty Promotions to Tenure by Gender & Minority Status

Entering Cohort	Minority Women					Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-97	22	9	41	12	55	51	27	53	34	67
1997-03	59	28	47	39	66	85	42	49	56	66
2003-05	16	4	25			26	13	50		
Average per year	7	3	42%	4	63%	12	6	51%	8	66%

Entering Cohort	Non-Minority Women					Non-Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Years		Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-97	120	51	43	73	61	218	125	57	158	72
1997-03	161	66	41	109	68	275	151	55	202	73
2003-05	51	21	41			63	36	57		
Average per year	24	10	42%	15	65%	40	22	56%	30	73%



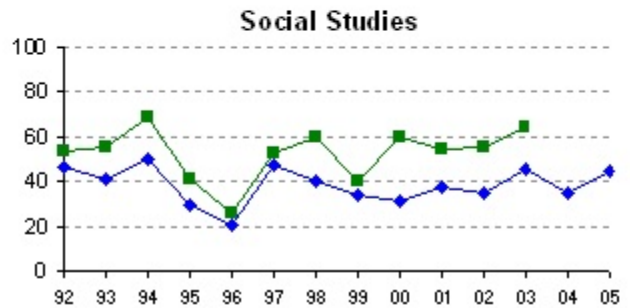
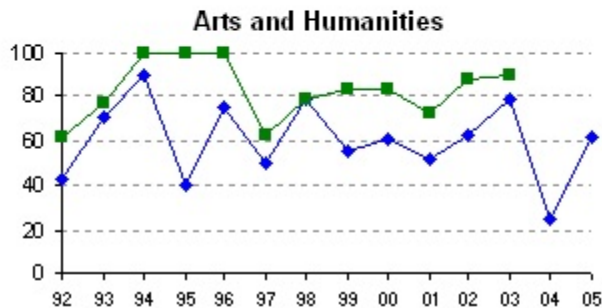
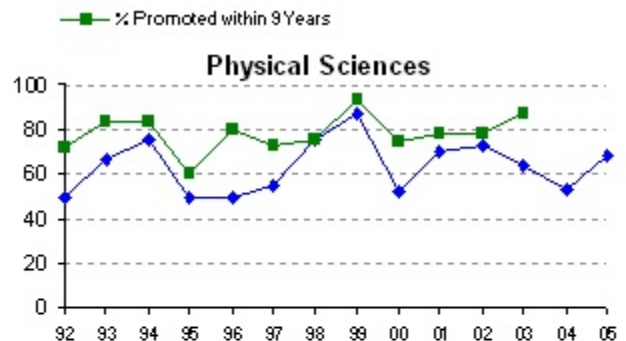
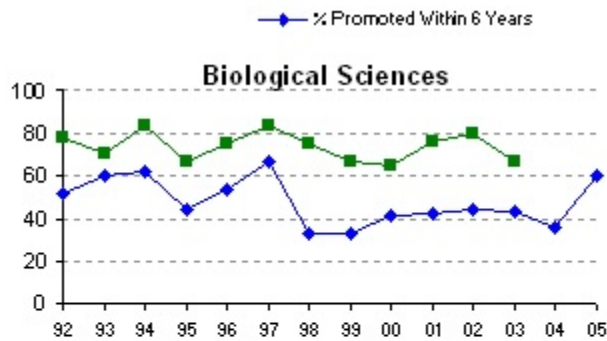
Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

Source UW Madison Tenure file and IADS.
 Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011, updated 13 April 2011.

(continued)

Appendix 19: Faculty Tenure Promotions by Divisional Committee Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social Studies		
	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
1991-92	27	52	78	14	50	71	21	43	62	30	47	53
1992-93	30	60	70	6	67	83	17	71	76	29	41	55
1993-94	24	63	83	12	75	83	9	89	100	22	50	68
1994-95	27	44	67	10	50	60	5	40	100	17	29	41
1995-96	24	54	75	10	50	80	4	75	100	19	21	26
1996-97	18	67	83	11	55	73	8	50	63	17	47	53
1997-98	12	33	75	8	75	75	14	79	79	27	41	59
1998-99	15	33	67	15	87	93	18	56	83	32	34	41
1999-00	31	42	65	27	52	74	18	61	83	32	31	59
2000-01	33	42	76	23	70	78	29	52	72	37	38	54
2001-02	34	44	79	18	72	78	24	63	88	40	35	55
2002-03	30	43	67	22	64	86	19	79	89	22	45	64
2003-04	25	36		15	53		12	25		23	35	
2004-05	20	60		19	68		13	62		29	45	
Average	25	48	73	15	63	78	15	60	80	27	39	53



Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

Source UW Madison Tenure file and IADS.
Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011, updated 13 April 2011.

(continued)

Appendix 20: Faculty Promotions to Tenure by Gender & Divisional Affiliation

Women in Biological Sciences						Women in Physical Sciences				
Entering Cohort	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-97	35	18	51	26	74	11	3	27	4	36
1997-03	57	20	35	40	70	21	14	67	17	81
2003-05	17	6	35			12	6	50		
Average	8	3	40%	6	72%	3	2	52%	2	66%

Women in Arts and Humanities						Women in Social Studies				
Entering Cohort	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-97	34	20	59	27	79	62	19	31	28	45
1997-03	63	42	67	52	83	79	18	23	39	49
2003-05	9	3	33			29	10	34		
Average	8	5	61%	7	81%	12	3	28%	6	48%

Men in Biological Sciences						Men in Physical Sciences				
Entering Cohort	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-97	115	66	57	87	76	52	33	63	43	83
1997-03	98	44	45	71	72	92	62	67	74	80
2003-05	28	15	54			22	15	68		
Average	17	9	52%	11	74%	12	8	66%	8	81%

Men in Arts and Humanities						Men in Social Studies				
Entering Cohort	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1991-97	30	18	60	22	73	72	35	49	40	56
1997-03	59	35	59	48	81	111	52	47	65	59
2003-05	16	8	50			23	11	48		
Average	8	4	58%	6	79%	15	7	48%	9	57%

Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Thirteen faculty hired between 1991-92 and 2002-03 still held probationary appointments after more than nine years.

Source UW Madison Tenure file and IADS.
 Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 9 March 2011, updated 13 April 2011.

(continued)

Appendix 20: Faculty Promotions to Tenure by Gender & Divisional Affiliation, continued

