

Committee on Women in the University
(Faculty Policies & Procedures 6.56.)
Annual Report, 2013-2015

I. Statement of Committee Functions

On November 2013, by unanimous vote, the committee elected to propose a new membership structure and description of committee functions. The Faculty Senate approved the committee's proposed amendments to *Faculty Policies & Procedures* 6.56. on 5 May 2014:

Faculty Policies & Procedures

6.56. WOMEN IN THE UNIVERSITY, COMMITTEE ON.

A. MEMBERSHIP: The Committee on Women in the University consists of the following members:

1. Six faculty members appointed by the faculty Committee on Committees for terms of three years
2. Six academic staff member appointed for terms of three years
3. Six classified staff members appointed for terms of three years
4. One graduate student and one undergraduate student, appointed by the recognized student governance organization
5. One postdoctoral fellow, appointed by the Graduate School
6. The Vice Provost for Diversity & Climate and the director of the Office for Equity & Diversity, ex officio, non-voting
7. The chair shall be appointed from among the faculty members appointed pursuant to section A.1. Academic staff appointed pursuant to A.2. may be appointed to serve as co-chair. Classified staff appointed pursuant to A.3. may be appointed to serve as co-chair.

B. FUNCTIONS:

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

The committee's "Current Internal Procedures" (reaffirmed 21 October 2015) and "Statement on Diversity in the Committee" (adopted December 1999, revised and reaffirmed 21 October 2015) are available upon request from the Office of the Secretary of the Faculty.

Associate Professor Natalia De Leon (Agronomy) and Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) co-chaired the committee in 2013-2014.

Professor Pam Herd (La Follette School of Public Affairs) and Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) co-chaired the committee in 2014-2015.

Associate Professor Natalia De Leon (La Follette School of Public Affairs), Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) and Program Assistant Advanced Confidential Kate O'Conner are co-chairing the committee in 2015-2016.

II. Current and Past Year Activities

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

We are pleased to partner with women deans and the Office of Learning & Talent Development [formerly, the Office of Human Resource Development] in developing and presenting the annual

Women & Leadership Symposium and related events.

We are enormously grateful to Distinguished Policy & Planning Analyst Margaret Harrigan of Academic Planning & Institutional Research for providing institutional data on the status of women each year to the committee and university administration, and for her help in interpreting these data.

Diversity & Climate.

In 2013-2014, committee member Ruth Litovsky (Communication Sciences & Disorders) led the **Ad Hoc Diversity Planning Committee** with student co-chair Ryan Adserias. She regularly briefed the Committee on Women in the University on the composition, focus, and progress of the Ad Hoc Diversity Committee and invited members to contribute to the evolving dialogue as the ad hoc committee held campus and community engagement sessions and drafted a new diversity framework: *Forward Together: A Framework for Diversity & Inclusive Excellence*. The framework, reviewed by all four shared governance groups and finalized on 19 May 2014, and implementation details are posted at <http://diversityframework.wisc.edu/documents.htm>

In August 2013, co-chairs Natalia De Leon and Rebecca Scheller, committee member DeAnn Pillers, and Lindsey Stoddard Cameron joined the **Ad Hoc Committee on Bullying**, led by School of Human Ecology Dean Soyeon Shim and Wisconsin School of Business Dean François Ortalo-Magné, bringing the committee's earlier work on campus climate and sexual harassment to bear in a new conversation about hostile and intimidating behavior. The University Committee charged the **Ad Hoc Faculty Committee on Civility in the Academic Workplace**, a sister committee, to develop policy solutions.

Accomplishments of the Ad Hoc Committee on Bullying include:

- benchmarking K-12 and postsecondary approaches for preventing and mitigating bullying
- collecting case examples to inform a definition of hostile and/or intimidating behavior
- developing two workshops offering members of the campus community an opportunity to learn about and discuss key issues
- identifying key communication needs: e.g., defining and recognizing bullying; understanding the importance of bystander intervention; awareness and development of skills to intervene; promoting and practicing behaviors that create more inclusive, engaged, and trusting environments; and signposting campus processes and resources

Faculty Legislation proposed by the Ad Hoc Faculty Committee on Civility in the Academic Workplace, Section II-332. Defining Language Describing Hostile and/or Intimidating Behavior (Faculty Document 2511a) was adopted by the Faculty Senate on 3 November 2014: <https://kb.wisc.edu/images/group222/shared/2014-11-03FacultySenate/2511a.pdf>

Several members of the Committee on Women attended a **Women & Leadership Coffee & Conversation** on *Civility and Healthy Workplaces in Academia* (3 October 2014). The first of a number of campus-wide discussions, this session was co-presented by Dean Soyeon Shim, OQI Consultant Jim Gray, and Rothermel-Bascom Professor of Human Development and Family Studies Dave Riley. This workshop also was presented at the 15th **Annual Leadership & Management Development Conference** (6 November 2014). A second Women & Leadership Coffee & Conversation, *The Workplace as a Forgiving Community* (20 February 2014), featured Professor Robert Enright's work on forgiveness as a foundation for a just and merciful community.

The committee celebrates accomplishments of individuals who receive **Awards & Recognition**. Professor Sharon Long (Soil Science, State Laboratory of Hygiene) continues to represent 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 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 – 18th Annual Outstanding Women of Color in Education Award

Karma Chávez, Assistant Professor, Communication Arts and Chican@ & Latin@ Studies
Roberta Hill, Professor, English and American Indian Studies

UW System – 19th Annual Outstanding Women of Color in Education Award

Carmen Valdez, Associate Professor, Counseling Psychology

UW-Madison – 6th Annual Outstanding Women of Color Awards

Desiree Alva, Assistant Director, Diversity Affairs Office, College of Engineering
Wilma Callaway, Assistant Director & Mentor Program Director, Center for Educational Opportunity
Karma Chávez, Assistant Professor, Communication Arts and Chican@ & Latin@ Studies
Roberta Hill, Professor, English and American Indian Studies
Li Chiao-Ping, Professor & Chair, Dance
Saemyi Park, Ph.D., Political Science
Carmen Valdez, Associate Professor, Counseling Psychology

UW-Madison – 7th Annual Outstanding Women of Color Awards

Angela Byars-Winston, Associate Professor, Medicine
Ruttanatip (Dang) Chonwerawong, Assistant Dean for Student Diversity Programs, School of Education
Marla Delgado-Guererro, Ph.D. candidate, Counseling Psychology
Carla Pugh, Associate Professor, Surgery
Michelle Robinson, Ph.D. candidate, Sociology
Eva Vivian, Associate Professor (CHS), School of Pharmacy
Shawnika Hull, Assistant Professor, School of Journalism & Mass Communication
Lillian Tong, Faculty Associate, WISCIENCE

Biographies for current recipients of UW System's Annual Outstanding Women of Color in Education Award are posted on the UW System website: <https://www.wisconsin.edu/grants-awards/women-of-color/>

Brief introductions to each of the 2013 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Valeria Davis's University of Wisconsin News story, "Seven Honored as UW-Madison Outstanding Women of Color" (19 September 2013): <http://news.wisc.edu/22133>

Brief introductions to each of the 2014 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Ngijol Songolo's University of Wisconsin News story "Eight honored by UW-Madison as Outstanding Women of Color" (22 July 2014): <http://www.news.wisc.edu/23006>

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

2013 Slesinger Award for Excellence in Mentoring

Beth Graue, Professor, Curriculum & Instruction

2014 Slesinger Award for Excellence in Mentoring

Linda Schuler, Professor & Interim Chair, Comparative Biosciences

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

Finally, the committee acknowledges and thanks one man and one woman honored as "champions for women" by the Women's Philanthropy Council:

2013 Champion Awards

Steven M. Cramer, Professor, Civil & Environmental Engineering and
Associate Dean for Academic Affairs, College of Engineering
Lynn Edlefson, Campus Child Care Coordinator and
Director, Office of Child Care & Family Resources

This award provides an opportunity for each recipient to designate a Women's Philanthropy Council gift of \$5,000 to a campus initiative of his or her choice. Dean Steven M. Cramer elected to support

the Women in Science & Engineering Leadership Institute and Campus Child Care Coordinator Lynn Edlefson elected to create paid internships in early childhood education.

Additional details are available in a press release by UW Foundation's Lynne Johnson, "Two honored for advancing status of UW women" (5 November 2013): www.news.wisc.edu/22269

The Committee on Women in the University congratulates past chair Jo Handelsman, now Frederick Phineas Rose Professor and Howard Hughes Medical Institute Professor of Molecular, Cellular and Developmental Biology at Yale University, who was nominated by President Barack Obama to serve as Associate Director for Science in the Office of Science & Technology on 31 July 2013: www.whitehouse.gov/the-press-office/2013/07/31/president-obama-announces-more-key-administration-posts

Dr. Handelsman returned to UW-Madison to present the 2013 Denice D. Denton Distinguished Lecture, *The National Transformation of Science Education* (8 November).

The committee congratulates Professor Patrick Sims and Assistant Vice Chancellor Ruby Paredes on their recent respective appointments as Interim Vice Provost & Chief Diversity Officer and Interim Associate Vice Provost in the Division of Diversity, Equity, & Educational Achievement: www.news.wisc.edu/21991

...and on Professor Sims' permanent appointment to the role of Vice Provost & Chief Diversity Officer in May 2015: <http://news.wisc.edu/23751>

We thank you for your past work with the committee and appreciate the opportunity to partner with you in your new roles. Our committee has benefitted greatly from more active communication and engagement with your office.

Domestic Partner Health Insurance. The Committee on Women in the University has advocated since 2006 for marriage equality and provision of equitable employment benefits. The committee was pleased to see Employee Reimbursement Account (ERA) benefits, including medical and dependent care expenses for a spouse and spouse's children, extended to employees with a legally recognized same-sex spouse (November 2013). We applaud the legal recognition of same-sex marriage in Wisconsin (6 October 2014) and our glad that our LGBT colleagues with marriages recognized in Wisconsin, the United States, and other countries can now enroll in all benefit plans that are administered by Employee Trust Funds (ETF) and offer family coverage.

Early Childhood Care & Education. The Committee on Women continues to promote affordable access to high quality early childhood care and education and to advocate for additional infant and toddler care options for faculty, staff, and students. The committee discussed an opportunity to re-develop and expand at Chicken Soup/Little Chicks (601 North Whitney Way). Lynn Edlefson subsequently developed and presented a proposal to Provost Paul M. DeLuca, Jr. and Vice Chancellor for Finance & Administration Darrell Bazzell. The Committee on Women thanks Provost DeLuca and Vice Chancellor Bazzell for funding this project, which added 16 infant and toddler spaces and 4 preschool spaces (20 FTE). Full-time care and flexible scheduling are available.

In February 2014, the Office of Child Care & Family Resources developed Bumblebee, a single electronic application including all six campus early childhood care & education programs. Between 1 February and 31 October, 424 families applied through the program for care for 462 children, including 270 children under two (~58%). 124 children were enrolled during that time period. Bumblebee has received enthusiastic reviews from campus users.

In 2014-2015, the committee met with Dean Soyeon Shim to discuss changes at the Preschool Laboratory's Mineral Point Road and Linden sites. Committee members are grateful for the investment of significant resources in university child care programs and services and recognize the budget constraints faced by the university. Members also expressed concern that program changes, and the perceived risk that valued campus programs and services might be lost, can have a negative effect on workplace climate and morale. The Mineral Point site now serves the greater Madison community as an early childhood Headstart program. The Linden Drive site continues to serve

children 6 weeks to 5 years and to support the university's research and pre-service training missions. In the transition, families from the Mineral Point Road site had an opportunity to enroll at the Linden Drive site or another campus program. The number of children served remains constant. Five infant care spaces were lost. Dean Shim shared her vision for the Preschool Lab and new developments in Human Development & Family Studies. She proposed that a newly formed SoHE Early Childhood Task Force consult with the committee in 2015-2016.

The Committee on Women and University Child Care Committee sent a joint letter to Chancellor Rebecca Blank, Provost Sarah Mangelsdorf, and Vice Chancellor for Finance & Administration Darrell Bazzell, requesting their active engagement in developing a campus-level plan to protect and build high quality child care capacity at UW-Madison. Chancellor Blank, Provost Mangelsdorf, and Vice Chancellor Bazzell replied, inviting the committees to propose how the university might best proceed in better coordinating efforts to build collaboration and capacity.

EVOC (End Violence on Campus). Since March 2011, the Committee on Women in the University has partnered with the University Health Services' Violence Prevention Team and nearly two dozen current campus and community partners who are committed to reducing sexual assault, dating/domestic violence and stalking. Following Violence Prevention Coordinator Carmen Hotvedt's March 2013 briefing on the Violence Against Women Act and changes to the Cleary Act, the committee voted unanimously to recommend that UW-Madison provide universal first-year prevention education, with a strong focus on bystander intervention. The committee strongly supports educating UW-Madison students about issues related to sexual assault, dating/domestic violence, stalking, and healthy relationships, and applauds UHS Director Sarah Van Orman and Dean of Students Lori Berquam for championing the effort to require education for first-year students. The implementation of UW-Madison's violence prevention program, *Tonight*, has been highly successful. In the program's first year, 90% of incoming students completed the requirement by mid-October. Additional details are available on the University Health Services website:
<http://www.uhs.wisc.edu/tonight/>

Family Leave/Parental Leave. Since April 2013, Natalia De Leon has been working with the CALS Equity & Diversity Committee, Dean Kathryn VandenBosch, and others to identify possible avenues for improving family leave/parental leave in the College of Agricultural & Life Sciences. In Fall 2013, Natalia De Leon joined the CALS Equity & Diversity Committee to further integrate the work of the two committees. She has shared findings and outcomes of the Committee on Women's parental leave work group to inform development of a proposed parental leave policy for the college.

Rebecca Scheller served as a liaison to the Faculty Commission on Compensation & Economic Benefits, which was charged to study options for parental leave and make recommendations to the University Committee and Faculty Senate in Spring 2015. A report to the Faculty Senate is expected.

In addition to collecting examples of family leave policies at peer institutions, the commission consulted with administrators including Vice Chancellor for Finance & Administration Darrell Bazzell, Vice Chancellor for Legal Affairs Ray Taffora, HR Specialist Advanced Catharine DeRubeis (OHR), and Vice Provost for Faculty & Staff Michael Bernard-Donals.

The College of Letters & Science policy regarding the use of sick leave following the birth or adoption of a child may provide a useful model for other schools and colleges. No new benefits are expected before a university-wide classification and compensation study is completed.

In response to the question "What are leverage points for faculty, academic staff, classified/university staff, students?" committee members identified several themes, including:

- Communication/education – addressing inconsistent awareness, knowledge, and acceptance of existing policies and practices; identifying and promulgating best practices
- Modified duties – identifying what alternate assignments are possible and effective for employees in different job categories
- Revenue streams – determining how to fund leave (e.g., for researchers, for residents, for faculty and staff with clinical appointments/obligations); how to fund replacement staff (e.g., locum tenens)

- Transition back to work – including options for PT work following family leave
- Workplace flexibility

Preferred Name Policy. In May 2013, LGBT Campus Center Director Gabe Javier briefed the committee on an initiative to develop a policy and process enabling students to record and use a preferred name. Recognizing the links between a person's name and personal identity, and the benefits of such a policy for specific constituencies, including members of our academic community who are transgender-identified, the committee unanimously endorsed adoption of a preferred name policy for students and recommended developing a preferred name policy and processes as quickly as possible for employees. A policy for students was adopted and promulgated by the Office of the Registrar: http://registrar.wisc.edu/preferred_name.htm (an FAQ is available on the site) in Fall 2013. In addition, changes to My UW enabled employees to use a preferred name. The committee acknowledges the significant challenges to achieving this outcome and thanks the preferred name team for their intensive effort to serve both students and employees.

Suicide Prevention. In October 2013, Suicide Prevention Coordinator Valerie Kowis provided materials introducing *At Risk*, an interactive online educational program designed to help faculty and staff recognize signs that students are distressed (including verbal, behavioral and situational cues), respond effectively, and refer appropriately to campus and community suicide prevention resources and services. *At Risk* was launched with a campus-wide e-mail message to all faculty and staff providing instructions and an access code. In addition, Kowis reached out to graduate assistants in partnership with Associate Dean for Graduate Education Wendy Crone in the Graduate School and to faculty participating in the MTLE (Madison Teaching & Learning Excellence) program. *At Risk* will be available through an institution-wide license for three years. The program takes approximately 45 minutes to complete. Committee members encourage colleagues to invest time in learning how to provide support and prevent suicide.

Tenure Outcomes in the Social Studies. For several years, the committee has been concerned about a “leaky pipeline” to tenure in the social studies. A work group consulted with Vice Provost for Faculty & Staff Steve J. Stern, studied existing and new data from the Office of Academic Planning & Institutional Research, the Office of the Secretary of the Faculty, and the Women in Science & Engineering Leadership Institute (WISELI), and found that:

- Women assistant professors in the Division of Social Studies are more likely to separate from UW-Madison than female peers in other faculty divisions and their male counterparts in Social Studies.
- Much of this attrition occurs early, before divisional committee review. In the most recent cohort observed (faculty hired between 2008-2009 and 2009-2010), 40% of female assistant professors and 32% of male assistant professors have already left UW-Madison without tenure.
- Between 1999 and 2015, the Social Studies Divisional Committee recommended tenure for 90% of women and 96% of men reviewed. Since 2007, the committee has recommended tenure at nearly equal rates for women and men.

The committee recommends that UW-Madison leaders work to identify and evaluate factors influencing retention and promotion in the Division of Social Studies. The committee also recommends continuing, systematic collection and analysis of data that draw a clear “line of sight” between hiring and promotion to tenure, to better describe and inform gender disparities in tenure and promotion rates. A copy of the work group's report and recommendations is attached (*Appendix 1*).

Women & Leadership Symposium. The Committee on Women continues to partner with women deans, the Office of Human Resource Development, the Women's Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. Co-Chair Ruth Litovsky and Co-Chair Elect Rebecca Scheller gave opening remarks at the *5th Annual UW-Madison Women & Leadership Symposium* (11 July 2013). Co-Chairs Natalia DeLeon and Rebecca Scheller introduced the *6th Annual UW-Madison Women & Leadership Symposium* (10 July 2014), and Rebecca Scheller spoke at the *7th Annual UW-Madison Women & Leadership Symposium* (9 July 2015).

The committee thanks the 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 with gifts totaling \$60,000 between 2010-2011 and 2015-2016.

III. Data on Women Faculty & Staff

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

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

“Data on Women and Minority Faculty and Staff at UW-Madison” (29 July 2014):
<http://apir.wisc.edu/diversity/CWUfacandstaffcountsmemo2014.pdf>

“Data on Women and Minority Faculty and Staff at UW-Madison (31 August 2015):
http://apir.wisc.edu/facultystaff/CWU_faculty_and_staff_trends_2015_final.pdf

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison’s workforce (*Appendix 2*):

Women Employed at UW-Madison	1990-1991	2013-2014	2014-2015
Faculty	17.96%	32.6%	33.4%
Executive/Director/Administrator (Academic Staff)	38.83%	48.8%	48.7%
Academic Staff	49.09%	53.6%	54%
University Staff	55.57%	51.9%	50.9%
Employees in Training (including post-doctoral fellows)	26.61%	43.2%	43.6%
Graduate Assistants	34.47%	44.4%	43.2%
Total	41.78%	48.1%	48%

The percentage of women in the faculty has increased from 15.2% in 1987 to 33.4% in 2014. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 27% of faculty at this rank are women. 39% of associate professors and 45% of assistant professors are women (*Appendices 2, 6*). Since 2003, over 40% of all faculty hires have been women (*Appendix 8*).

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 18.3% of faculty (21% of female faculty and 18% of male faculty; 155 women and 271 men, including 11 women and 9 men who identify as belonging to two or more races) come from these historically underrepresented groups. Within this cohort, the percentage holding the rank of professor has risen from 5% in 1987 to 16% in 2014. 23.7% of associate professors and 24.2% of assistant professors are members of underrepresented groups (*Appendices 3, 4, 7*). Over the past ten years, 24% of faculty hires have identified as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races. In 2014-2015, 27% of all tenure-track faculty hired were members of one or more of these historically underrepresented groups (*Appendix 9*).

Women hold 34% of higher-level administrative appointments. In October 2014, 6 of 14 academic

deans were women and 34% of faculty and CHS faculty associate deans were women. Two deans and three associate deans were faculty of color (*Appendices 15, 16*).

In a cohort of 183 department chairs and academic program directors holding faculty appointments, 54 (30%) are women and 22 (12%) are faculty of color. In the same cohort, women lead 37.2% of arts & humanities departments/programs, 19.4% of the biological sciences departments/programs, 12.5% of the physical sciences departments/programs, and 42.6% of the social studies departments/programs. Faculty of color hold 16.3% of these leadership positions in the arts & humanities, 8% in the biological sciences, 8.3% in the physical sciences, and 14.8% in the social studies (*Appendices 17, 18*).

The number of women in science hired at UW-Madison has fluctuated from year to year. Overall, since 2003, approximately 39% of faculty members hired in the biological sciences and 21% of faculty members hired in the physical sciences have been women. In the biological sciences, women were appointed in 51% of searches in 2014-2015. In the physical sciences, women were appointed in 31% of searches in 2014-2015 (*Appendix 8*).

Among 35 women and 48 men hired at the rank of assistant professor in 2006-2007, the most recent year for which these data are available, 83% of the women and 81% of the men were tenured within nine years. In this same cohort, 78% of minority faculty and 83% of non-minority faculty were tenured (*Appendices 10, 11*).

A review of faculty hired between 1993-1998, 1999-2004, and 2005-2007 shows that the average nine-year tenure rate is 69% for minority women, 68% for non-minority women, 67% for minority men, and 75% for non-minority men. The committee once again emphasizes the vital importance of mentoring women and faculty of color effectively through tenure, and creating a climate conducive to their retention in the faculty (*Appendix 12*).

Women and men in the social studies remain significantly less likely to win tenure than their peers, with an average ten-year tenure rate of only 57%, versus 81% in the arts & humanities, 74% in the biological sciences, and 82% in the physical sciences. Women in the social studies fare the worst, with an average nine-year tenure rate of 54% (*Appendices 13, 14*).

Overall, including executive appointments, 53.8% of academic staff are women. 46.7% of instructional academic staff and 41.1% of research doctoral academic staff are women. In this same cohort, 12.7% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races. 11.8% of instructional academic staff and 21.6% of research doctoral academic staff belong to these historically underrepresented groups (*Appendices 2, 3*).

In 1988, 38% of academic staff executive positions were held by women; today, 48.7% of these positions are held by women, with 11.7% held by women of color. In October 2014, 84 (55.6%) of 151 higher-level administrative positions (e.g., associate or assistant vice chancellor, associate or assistant dean) were held by women. Among academic staff associate deans, 57.9% were women, and among academic staff assistant deans, 58.5% were women. 5 associate deans and 19 assistant deans (18%) are academic staff who identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races (*Appendices 2, 3, 15, 16*).

Among university staff, 43.2% of FLSA exempt ("salaried") positions and 54% of FLSA non-exempt ("hourly") positions were held by women in 2014. 8.4% of FLSA exempt positions and 16.6% of FLSA non-exempt positions are held by employees identifying as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races (*Appendices 2, 3*).

III. Current and Future Issues or Concerns

In 2015-2016, the committee is focusing on:

- Protecting and building UW-Madison's early childhood care and education capacity, with an emphasis on sustainably resourcing programs and services, and better coordinating efforts to build collaboration and capacity
- Contributing to the development of a new UW-Madison *Children in the Workplace* policy
- Consulting with the Dean of Students Office on a parental leave policy for students
- Preventing and addressing sexual assault and harassment, in partnership with University Health Services EVOG (End Violence on Campus), with a focus on providing prevention education and information about resources/policies to employees:
www.uhs.wisc.edu/assault/grademployee

V. Committee Membership

Committee on Women in the University, 2013-2014

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Angela Byars Winston (s. II)	Medicine: Internal Medicine	2013	2014
Katherine Corby (on leave s. II)	Dance	2012	2015
Natalia de Leon (co-chair)	Agronomy	2010	2016
Laurel Goodwin	Geoscience	2011	2014
Pamela Herd	La Follette School of Public Affairs	2009	2015
Shawn Kaeppler	Agronomy	2009	2015
Ruth Litovsky	Communicative Disorders	2010	2016
Sharon Long	Soil Science	2009	2014
Katherine Magnuson	School of Social Work	2010	2016
De-Ann Pillers	Pediatrics	2011	2014

Academic Staff:

Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2016
Tina Hatch	International Student Services/Student Life	2011	2014
Kelly Mallon	Surgery	2010	2016
Rebecca Scheller (co-chair)	Law	2012	2015
Nancy Schultz-Darken	Primate Research Center	2012	2015
B. Ann Ward	Kinesiology	2011	2014

Ex-Officio/Non-Voting:

Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2014

CNCS Liaison:

Tammy Starr	Office of Human Resource Development	2013	2014
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Staff:

Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
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The Committee on Women welcomes:

<i>Angela Byars Winston</i>	<i>Medicine: Internal Medicine</i>	<i>2013</i>	<i>2014</i>
<i>Patrick Sims</i>	<i>Office of the Provost, Diversity & Climate</i>	<i>2013</i>	
<i>Tammy Starr</i>	<i>Office of Human Resource Development</i>	<i>2013</i>	<i>2014</i>

The Committee on Women in the University thanks friends of the committee and departing members:

<i>Katherine Corby</i>	<i>Dance</i>	<i>2012</i>	<i>2015</i>
<i>Laurel Goodwin</i>	<i>Geoscience</i>	<i>2011</i>	<i>2014</i>
<i>Sharon Long</i>	<i>Soil Science</i>	<i>2009</i>	<i>2014</i>
<i>Tammy Starr</i>	<i>Office of Human Resource Development</i>	<i>2013</i>	<i>2014</i>
<i>B. Ann Ward</i>	<i>Kinesiology</i>	<i>2011</i>	<i>2014</i>

V. Committee Membership

Committee on Women in the University, 2014-2015

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Angela Byars-Winston	Medicine: Internal Medicine	2014	2015
filling Kate Corby's seat			
Natalia de Leon (on leave s. II)	Agronomy	2010	2016
Pamela Herd (co-chair)	La Follette School of Public Affairs	2009	2015
Shawn Kaeppler	Agronomy	2009	2015
Katherine Magnuson	School of Social Work	2010	2016
De-Ann Pillers	Pediatrics	2011	2015
filling Ruth Litovsky's seat			
<u>Academic Staff:</u>			
Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2016
Tina Hatch	International Student Services/Student Life	2011	2017
Heidi Lang	Wisconsin Union: Social Education Office	2014	2017
Kelly Mallon	Surgery	2010	2016
Rebecca Scheller (co-chair)	Law	2012	2018
Nancy Schultz-Darken	Primate Research Center	2012	2018
<u>Classified Staff:</u>			
Antoinette Coles	University Marketing	2014	2017
Lisa Griesel	Accounting Services	Fall 2014	
Christine Hrenak	Physics	2014	2015
Tina Hunter	Sociology	2014	2017
Chris Lalande	DoIT Academic Technology	2014	2018
Kate O'Connor	Office for Equity & Diversity	2014	2017
Emily Diamond	CALS Administrative Services	Fall 2014	
Angela Thorp	Computer Sciences	2014	2018
<u>Post-Doctoral Fellow:</u>			
Katie Brenner		2014	2015
<u>Students:</u>			
Rachel Feldman (graduate student)		2014	2015
Samantha Nitschke (undergraduate student)		2014	2015
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2014
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	

The Committee on Women welcomes:

<i>Katie Brenner</i>		<i>2014</i>	<i>2015</i>
<i>Antoinette Coles</i>	<i>University Marketing</i>	<i>2014</i>	<i>2017</i>
<i>Emily Diamond</i>	<i>CALS Administrative Services</i>	<i>Fall 2014</i>	
<i>Rachel Feldman</i>		<i>2014</i>	<i>2015</i>
<i>Lisa Griesel</i>	<i>Accounting Services</i>	<i>Fall 2014</i>	
<i>Christine Hrenak</i>	<i>Physics</i>	<i>2014</i>	<i>2015</i>
<i>Tina Hunter</i>	<i>Sociology</i>	<i>2014</i>	<i>2017</i>
<i>Chris Lalande</i>	<i>DoIT Academic Technology</i>	<i>2014</i>	<i>2018</i>

<i>Heidi Lang</i>	<i>Wisconsin Union: Social Education Office</i>	<i>2014</i>	<i>2017</i>
<i>Samantha Nitschke</i>		<i>2014</i>	<i>2015</i>
<i>Kate O'Connor</i>	<i>Office for Equity & Diversity</i>	<i>2014</i>	<i>2017</i>
<i>Angela Thorp</i>	<i>Computer Sciences</i>	<i>2014</i>	<i>2018</i>

The Committee on Women in the University thanks friends of the committee and departing members:

<i>Angela Byars-Winston</i>	<i>Medicine: Internal Medicine</i>	<i>2013</i>	<i>2015</i>
<i>Emily Diamond</i>	<i>CALS Administrative Services</i>	<i>Fall 2014</i>	
<i>Laurel Goodwin</i>	<i>Geoscience</i>	<i>2011</i>	<i>2014</i>
<i>Lisa Griesel</i>	<i>Accounting Services</i>	<i>Fall 2014</i>	
<i>Pamela Herd</i>	<i>La Follette School of Public Affairs</i>	<i>2009</i>	<i>2015</i>
<i>Christine Hrenak</i>	<i>Physics</i>	<i>2014</i>	<i>2015</i>
<i>Shawn Kaeppler</i>	<i>Agronomy</i>	<i>2009</i>	<i>2015</i>
<i>Ruth Litovsky</i>	<i>Communicative Disorders</i>	<i>2010</i>	<i>2016</i>
<i>Samantha Nitschke</i>		<i>2014</i>	<i>2015</i>
<i>De-Ann Pillers</i>	<i>Pediatrics</i>	<i>2011</i>	<i>2015</i>
<i>Tammy Starr</i>	<i>Office of Human Resource Development</i>	<i>2013</i>	<i>2014</i>

Appendix 1

Tenure Gap in the Social Sciences at UW-Madison

One of the primary functions of the Committee on Women in the University (CWU) is to evaluate and monitor the status of women faculty at UW-Madison. This role is important in light of the historic and contemporary underrepresentation of women as part of UW-Madison's tenured faculty. In October 2014, women held 33.4% of tenured and tenure-track faculty positions at UW-Madison¹.

In reviewing tenure and promotion outcomes across faculty divisions, we see that **female faculty in the Division of Social Studies are tenured at lower rates than their male colleagues**². Data from APIR Distinguished Policy & Planning Analyst Margaret Harrigan, WISELI Executive and Research Director Jenn Sheridan, and the Office of the Secretary of the Faculty show:

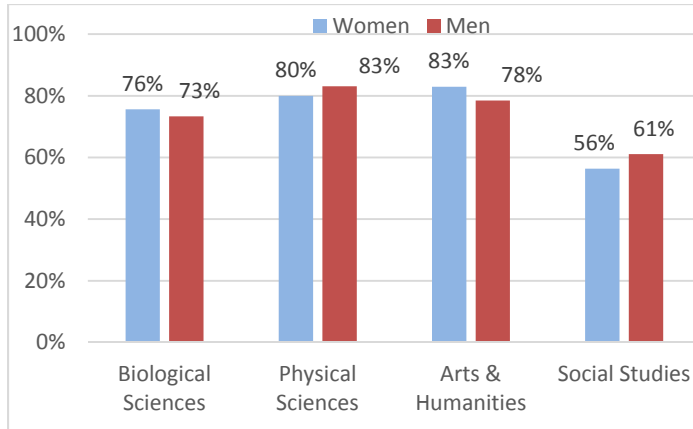
- 1) **Women assistant professors in the Division of Social Studies are more likely to separate from UW-Madison than their male counterparts.** Figure 1 shows, by year of hire, the percentage of male and female assistant professors who had been promoted to tenure within nine years. There is a clear pattern in the Division of Social Studies of women departing at greater rates than men. During the time period between 1998-1999 and 2006-2007, 56.3% of women assistant professors achieved tenure compared with 61.1% of male faculty. It is worth noting that faculty in the Division of Social Studies also have lower rates of tenure than faculty in other divisions.
- 2) **Much of the gender disparities in tenure rates occurs early, before divisional committee review.** Figure 2 shows attrition prior to divisional committee review in the Division of Social Studies is occurring at higher rates for women than men. For roughly half the cohorts in the past, women have had lower rates of tenure granted and higher rates of leaving before a "tenure" decision. Of specific concern are the most recent cohort hired in which 40% of female professors, compared with 32% of male professors, have already left UW-Madison without tenure.
- 3) **Some gender disparity is also found in decisions of the Social Studies Divisional Committee.** The divisional committee recommended tenure for about 90% of women, compared with 96% of men, between 1999 and 2015 (Figure 3). Although in recent years these differences have been smaller, given the historic differences, the committee recommends continued attention to the outcomes of divisional committee review.

Given this disparity in tenure outcomes across faculty divisions, we recommend that UW-Madison's leadership work to identify and evaluate factors influencing retention and promotion in the Division of Social Studies. We also recommend continuing, systematic collection and analysis of data that draw a clear "line of sight" between hiring and promotion to tenure, to better describe and inform gender disparities in tenure and promotion rates.

1. *Data Digest 2014-2015* (https://apir.wisc.edu/datadigest/201415Digest/dd15_web.pdf)
Faculty Headcount by Rank & Gender, p. 39.
2. APIR Faculty & Staff Trends by Gender & Ethnic Status (annual reports to the Committee on Women), August 2015 (https://apir.wisc.edu/facultystaff/CWU_faculty_and_staff_trends_2015_final.pdf)
Table 13. Faculty Promotions to Tenure by Gender and Divisional Affiliation, pp. 22-23.

Figure 1. Nine Year Promotion Rates by Divisional Affiliation: Faculty Hired 1998-1999 through 2006-2007.

Source: UW-Madison Tenure file and IADS.



Note: Includes only individuals hired as probationary faculty. See data digest Technical Note 9 for an explanation of how time to tenure is calculated.

Prepared by: Office of Academic Planning & Institutional Research

Figure 2: Tenure-Track Faculty Outcomes in the Division of Social Studies: Hired May 1998 to May 2012

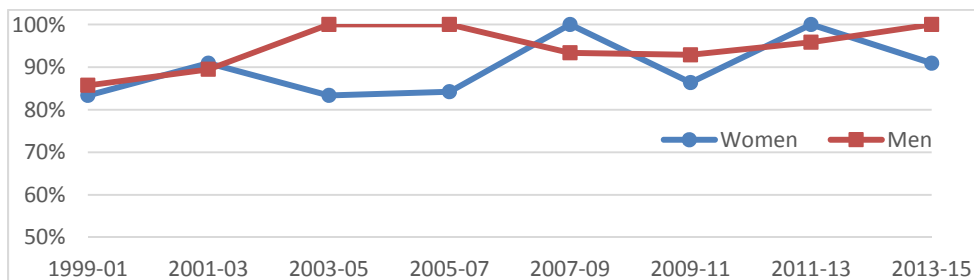
Sources: HRS EPM data system as of August 20, 2015, IADS and legacy tenure files.



Notes: Table includes all faculty hired with probationary status between May 16, 1998 and May 15, 2012. Faculty members who left without tenure includes faculty who would have earned tenure had they remained as well as those who would not have been granted tenure. In some cases, faculty left before choosing a divisional affiliation. In those cases, the typical division chosen by faculty in that department was assigned.

Figure 3: Tenure Recommendations by the Social Studies Divisional Committee by Gender: 1999-2000 through 2014-2015

Source: Office of the Secretary of the Faculty records of Divisional Committee decisions



Notes: Data reflects decisions made by the divisional committee during the years shown. In most cases, faculty under consideration were hired at UW six years prior to this review. If an individual is reviewed in more than one year (e.g., not recommended in year one and reconsidered and tenure granted in year two), each review is counted.

Prepared by: Office of Academic Planning & Institutional Research 9/1/2015

Appendix 2

Headcount of Faculty & Staff by Gender

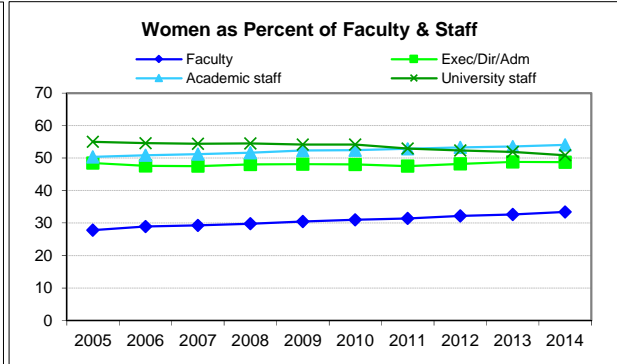
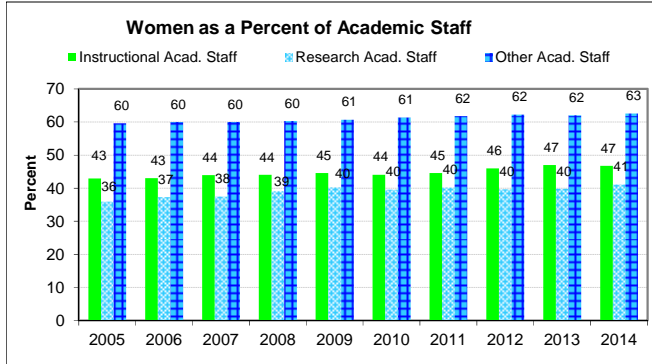
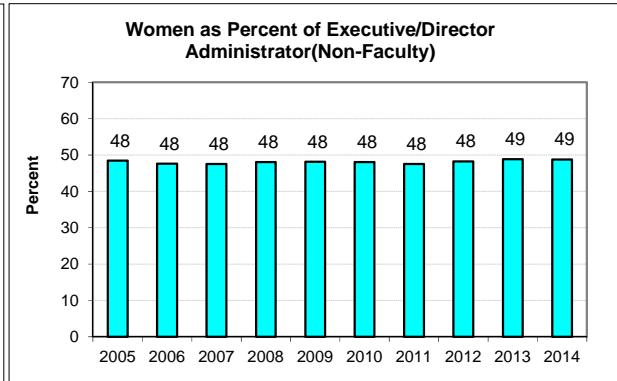
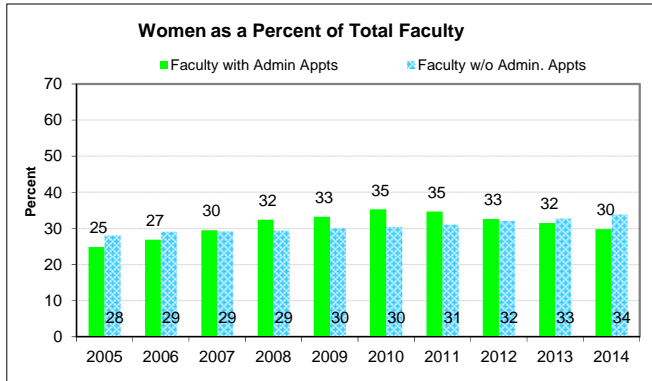
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Faculty	Women	617	639	643	648	663	674	671	700	714	742
	Men	1,603	1,571	1,555	1,530	1,512	1,503	1,465	1,473	1,475	1,478
	Total	2,220	2,210	2,198	2,178	2,175	2,177	2,136	2,173	2,189	2,220
Faculty with Administrative Appointments	Women	58	64	67	76	79	84	78	77	76	71
	Men	175	174	160	158	159	154	147	159	165	167
	Total	233	238	227	234	238	238	225	236	241	238
Faculty without Administrative Appointments	Women	559	575	576	572	584	590	593	623	638	671
	Men	1,428	1,397	1,395	1,372	1,353	1,349	1,318	1,314	1,310	1,311
	Total	1,987	1,972	1,971	1,944	1,937	1,939	1,911	1,937	1,948	1,982
Executive/Director/Administrator(Non-Faculty)	Women	188	179	182	186	192	197	193	205	210	212
	Men	200	197	201	201	207	213	213	220	220	223
	Total	388	376	383	387	399	410	406	425	430	435
Academic Staff	Women	3,370	3,401	3,498	3,609	3,724	3,833	3,836	3,930	3,999	4,116
	Men	3,320	3,285	3,328	3,376	3,397	3,484	3,429	3,453	3,467	3,501
	Total	6,690	6,686	6,826	6,985	7,121	7,317	7,265	7,383	7,466	7,617
Instructional Academic Staff	Women	876	871	901	942	973	981	981	1,057	1,084	1,093
	Men	1,162	1,152	1,147	1,197	1,210	1,244	1,221	1,242	1,223	1,246
	Total	2,038	2,023	2,048	2,139	2,183	2,225	2,202	2,299	2,307	2,339
Research Doctoral Academic Staff	Women	426	439	450	467	485	499	512	510	511	535
	Men	758	739	750	728	720	762	763	777	773	768
	Total	1,184	1,178	1,200	1,195	1,205	1,261	1,275	1,287	1,284	1,303
Other Academic Staff	Women	2,068	2,091	2,147	2,200	2,266	2,353	2,343	2,363	2,404	2,488
	Men	1,400	1,394	1,431	1,451	1,467	1,478	1,445	1,434	1,471	1,487
	Total	3,468	3,485	3,578	3,651	3,733	3,831	3,788	3,797	3,875	3,975
University Staff	Women	2,852	2,829	2,843	2,866	2,904	2,929	2,779	2,777	2,774	2,680
	Men	2,333	2,353	2,385	2,399	2,462	2,481	2,473	2,534	2,575	2,590
	Total	5,185	5,182	5,228	5,265	5,366	5,410	5,252	5,311	5,349	5,270
Exempt University Staff	Women							691	688	699	665
	Men							830	847	886	876
	Total							1,521	1,535	1,585	1,541
Non-Exempt University Staff	Women							2,088	2,089	2,075	2,015
	Men							1,643	1,687	1,689	1,714
	Total							3,731	3,776	3,764	3,729
Employes- in- Training	Women	324	324	325	361	424	422	400	398	395	404
	Men	489	503	482	507	571	588	634	588	519	523
	Total	813	827	807	868	995	1,010	1,034	986	914	927
Graduate Assistants	Women	2,398	2,310	2,261	2,279	2,327	2,391	2,345	2,355	2,364	2,300
	Men	2,888	2,828	2,822	2,728	2,779	2,900	2,915	2,991	3,015	3,027
	Total	5,286	5,138	5,083	5,007	5,106	5,291	5,260	5,346	5,379	5,327
Total	Women	9,749	9,682	9,752	9,949	10,234	10,446	10,224	10,365	10,456	10,454
	Men	10,833	10,737	10,773	10,741	10,928	11,169	11,129	11,259	11,271	11,342
Grand Total	Total	20,582	20,419	20,525	20,690	21,162	21,615	21,353	21,624	21,727	21,796

Source: October IADS and HRS data

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

Prepared by: UW-Madison Office of Academic Planning and Institutional Research, April 2015

Appendix 2. Headcount of Faculty and Staff by Gender (continued):



Appendix 3

Headcount of Faculty & Staff by Race/Ethnicity

		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Faculty	Black	53	53	51	48	45	47	49	49	54	58
	Asian/Pacific Islander	198	206	216	228	232	238	233	246	256	264
	American Indian	11	12	13	13	12	10	9	9	8	6
	Hispanic	76	76	77	77	76	77	76	76	76	78
	White/Unknown	1,882	1,863	1,841	1,812	1,810	1,793	1,754	1,776	1,779	1,794
	Two or More Races						12	14	17	16	20
	Total		2,220	2,210	2,198	2,178	2,175	2,177	2,135	2,173	2,189
Faculty with Administrative Appointments	Black	8	8	8	4	5	3	4	7	5	6
	Asian/Pacific Islander	9	12	10	14	12	11	11	8	9	10
	American Indian	1	1	1	1	1	2	2	2	0	0
	Hispanic	8	6	5	4	5	8	8	8	9	10
	White/Unknown	207	211	203	211	215	210	211	207	216	210
	Two or More Races						4	4	4	2	2
	Total		233	238	227	234	238	238	240	236	241
Faculty without Administrative Appointments	Black	45	45	43	44	40	44	45	42	49	52
	Asian/Pacific Islander	189	194	206	214	220	227	222	237	247	254
	American Indian	10	11	12	12	11	8	7	7	8	6
	Hispanic	68	70	72	73	71	69	68	68	67	68
	White/Unknown	1,675	1,652	1,638	1,601	1,595	1,583	1,543	1,570	1,563	1,584
	Two or More Races						8	10	13	14	18
	Total		1,987	1,972	1,971	1,944	1,937	1,939	1,895	1,937	1,948
Executive/ Director/ Administrator	Black	19	18	20	21	21	20	21	25	24	22
	Asian/Pacific Islander	4	5	5	6	5	6	6	7	10	10
	American Indian	3	3	2	2	2	3	2	2	2	1
	Hispanic	16	16	16	16	16	18	19	15	13	15
	White/Unknown	346	334	340	342	355	361	357	375	378	384
	Two or More Races						2	1	1	3	3
	Total		388	376	383	387	399	410	406	425	430
Academic Staff	Black	93	110	111	109	124	119	125	132	132	132
	Asian/Pacific Islander	488	503	517	556	553	565	562	588	591	584
	American Indian	29	28	33	36	35	28	31	29	29	29
	Hispanic	153	137	135	147	149	147	153	156	160	165
	White/Unknown	5,927	5,908	6,030	6,137	6,260	6,424	6,367	6,434	6,501	6,643
	Two or more Races						34	35	44	53	64
	Total		6,690	6,686	6,826	6,985	7,121	7,317	7,273	7,383	7,466
Instructional Academic Staff	Black	28	34	34	33	35	34	33	31	29	32
	Asian/Pacific Islander	145	158	147	169	162	159	156	164	164	158
	American Indian	6	5	6	9	10	5	5	7	7	7
	Hispanic	62	52	48	53	53	57	59	57	51	57
	White/Unknown	1,797	1,774	1,813	1,875	1,923	1,962	1,942	2,029	2,038	2,064
	Two or more Races						8	8	11	18	21
	Total		2,038	2,023	2,048	2,139	2,183	2,225	2,203	2,299	2,307
Research Doctoral Academic Staff	Black	9	7	9	6	9	9	10	12	10	7
	Asian/Pacific Islander	209	203	215	220	218	229	229	233	242	238
	American Indian	1	1	1	2	2	2	2	2	2	3
	Hispanic	32	27	28	27	26	23	24	28	24	27
	White/Unknown	933	940	947	940	950	995	1008	1008	1002	1022
	Two or more Races						3	3	4	4	6
	Total		1,184	1,178	1,200	1,195	1,205	1,261	1,276	1,287	1,284
Other Academic Staff	Black	56	69	68	70	80	76	82	89	93	93
	Asian/Pacific Islander	134	142	155	167	173	177	177	191	185	188
	American Indian	22	22	26	25	23	21	24	20	20	19
	Hispanic	59	58	59	67	70	67	70	71	85	81
	White/Unknown	3,197	3,194	3,270	3,322	3,387	3,467	3,417	3,397	3,461	3,557
	Two or more Races						23	24	29	31	37
	Total		3,468	3,485	3,578	3,651	3,733	3,831	3,794	3,797	3,875

Appendix 3. Headcount of Faculty and Staff by Race/Ethnicity (continued):

		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
University Staff	Black	128	126	127	130	133	129	136	146	162	160
	Asian/Pacific Islander	185	196	209	217	239	233	238	239	243	254
	American Indian	19	17	20	16	18	16	14	18	17	14
	Hispanic	236	256	270	272	288	291	283	272	275	269
	White/Unknown	4,617	4,587	4,602	4,630	4,688	4,713	4,552	4,606	4,619	4,521
	Two or more Races						28	29	30	33	52
	Total	5,185	5,182	5,228	5,265	5,366	5,410	5,252	5,311	5,349	5,270
Exempt University Staff	Black							24	25	26	23
	Asian/Pacific Islander							65	64	67	64
	American Indian							3	5	4	2
	Hispanic							31	28	27	28
	White/Unknown							1,389	1,406	1,453	1,411
	Two or more Races							9	7	8	13
	Total						1,521	1,535	1,585	1,541	
Non-Exempt University Staff	Black							112	121	136	137
	Asian/Pacific Islander							173	175	176	190
	American Indian							11	13	13	12
	Hispanic							252	244	248	241
	White/Unknown							3,163	3,200	3,166	3,110
	Two or more Races							20	23	25	39
	Total						3,731	3,776	3,764	3,729	
Employes- in- Training	Black	9	9	14	24	20	23	17	14	10	9
	Asian/Pacific Islander	266	271	275	306	341	324	315	273	244	237
	American Indian	1	1	1	0	0	2	2	1	1	5
	Hispanic	40	48	46	37	48	36	33	31	35	37
	White/Unknown	497	498	471	501	586	625	674	663	614	625
	Two or more Races						0	0	4	10	14
	Total	813	827	807	868	995	1,010	1,041	986	914	927
Graduate Assistants	Black	141	127	147	141	147	140	145	142	145	133
	Asian/Pacific Islander	1,475	1,412	1,345	1,327	1,398	1,257	1,270	1,319	1,351	1,386
	American Indian	28	29	27	27	34	27	17	17	29	24
	Hispanic	280	265	273	260	255	268	262	273	294	299
	White/Unknown	3,362	3,305	3,291	3,252	3,272	3,589	3,538	3,534	3,498	3,404
	Two or more Races						10	42	61	62	81
	Total	5,286	5,138	5,083	5,007	5,106	5,291	5,274	5,346	5,379	5,327
Total	Black	315	317	343	343	357	349	493	508	527	514
	Asian/Pacific Islander	2,431	2,397	2,358	2,423	2,529	2,390	2,624	2,672	2,695	2,735
	American Indian	72	73	76	78	83	70	75	76	86	79
	Hispanic	565	542	547	537	544	546	826	823	853	863
	White/Unknown	12,014	11,908	11,973	12,044	12,283	12,792	17,242	17,388	17,389	17,371
	Two or more Races						58	121	157	177	234
	Grand Total	15,397	15,237	15,297	15,425	15,796	16,205	21,381	21,624	21,727	21,796

Source: October IADS and HRS data

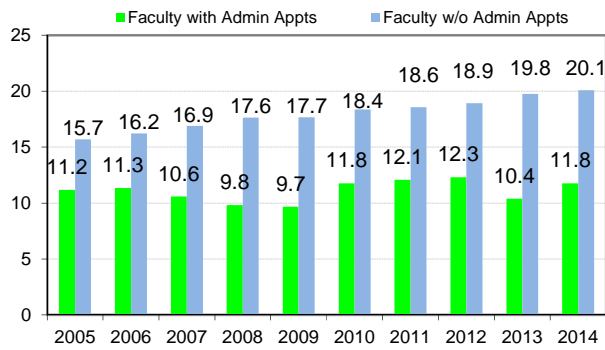
Notes: Non-duplicating headcount reported. LTEs. Student and Unclassified hourly workers excluded. In the graphs, Academic Staff includes Executive/Director/Administrator, Instructional and Other Academic Staff. Information on faculty with administrative appointments is incomplete for 2011 and 2012 and therefore is not reported here.

Changes to Federal rules for the collection and reporting of race/ethnicity data are reflected in the data for 2010 and later years. Employees are now asked a two-part question, asking first about Hispanic heritage and then about race. Unlike previous years, individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are included with White/Unknown. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black, Asian (including Native Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

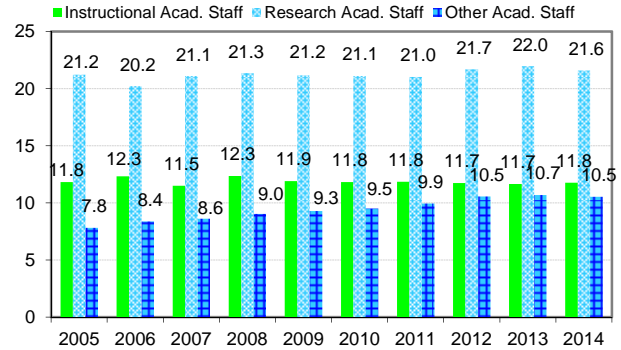
Prepared by: Office of Academic Planning and Institutional Research, April 2015

Appendix 3. Headcount of Faculty and Staff by Race/Ethnicity (continued):

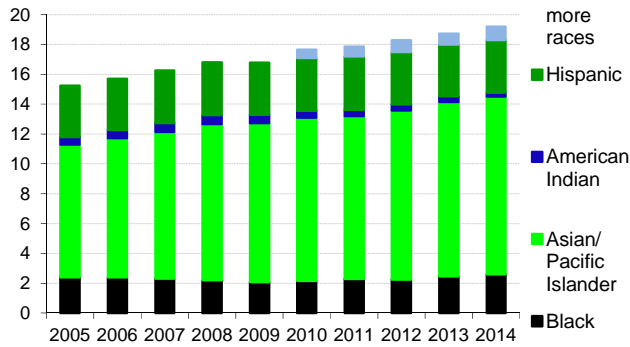
Minorities as a Percent of Total Faculty



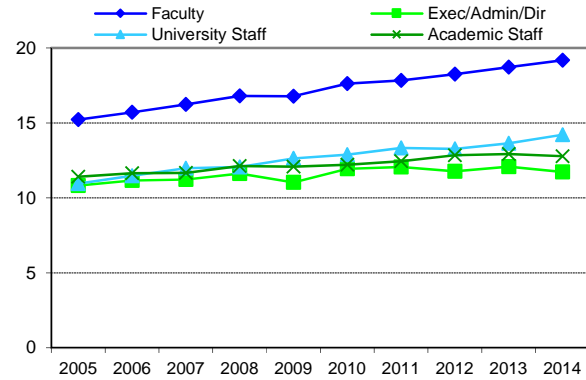
Minorities as a Percent of Academic Staff



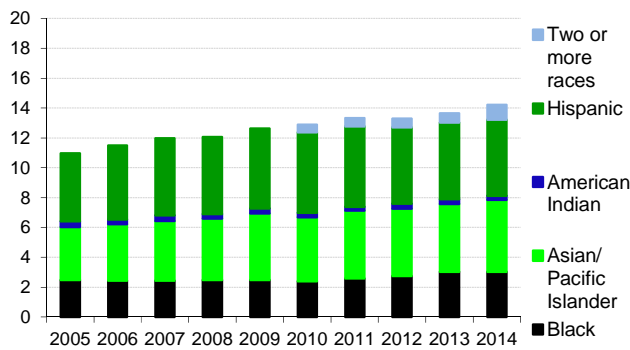
Race/Ethnicity as a Percent of Faculty



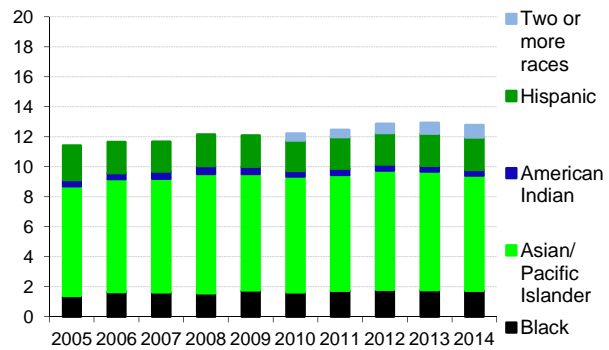
Minorities as a Percent of Faculty & Staff



Race/Ethnicity as a Percent of University Staff



Race/Ethnicity as a Percent of Academic Staff



Appendix 4

2014 Headcount of Faculty & Staff by Gender & Race/Ethnicity

		Executive/ Director/ Administrator	Instructional Academic Staff	Research Academic Staff	Other Academic Staff	Exempt Classified Staff	Non-Exempt Classified Staff	Employee- in-Training	Graduate Assistants	Total
Women	Black	31	12	12	2	53	6	60	7	81
	Asian/Pacific Islar	78	8	79	99	114	34	112	79	537
	Native American	4	0	5	1	9	0	7	3	8
	Hispanic	31	7	28	12	48	10	119	14	137
	White	553	184	896	399	2,190	600	1,632	234	1,384
	Two or more races	11	1	12	2	27	7	24	7	42
	Unknown	34	0	61	20	47	8	61	60	111
	Total	742	212	1,093	535	2,488	665	2,015	404	2,300
	Percent Minority	21%	13%	12%	22%	10%	9%	16%	27%	35%
		19%								
Men	Black	27	10	20	5	40	17	77	2	54
	Asian/Pacific Islar	186	2	79	139	74	30	78	158	850
	Native American	2	1	2	2	10	2	5	2	16
	Hispanic	47	8	29	15	33	18	122	23	161
	White	1,147	196	1,011	569	1,290	790	1,315	241	1,749
	Two or more races	9	2	9	4	10	6	15	7	39
	Unknown	60	4	96	34	30	13	102	90	158
	Total	1,478	223	1,246	768	1,487	876	1,714	523	3,027
	Percent Minority	18%	10%	11%	21%	11%	8%	17%	37%	37%
		22%								
Grand Total		2,220	435	2,339	1,303	3,975	1,541	3,729	927	5,327
	Percent Women	33%	49%	47%	41%	63%	43%	54%	44%	43%
	Percent Minority	19.2%	11.7%	11.8%	21.6%	10.5%	8.4%	16.6%	32.6%	36.1%
										20.3%

Source: October HRS data

Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded. Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are reported as Unknown.

Prepared by: Office of Academic Planning & Institutional Research, April 2015

Appendix 5

2014 Headcount of Faculty & Staff by Race/Ethnicity/Non-Resident Alien Status

	Faculty	Executive/ Director/ Administrator	Instructional Academic Staff	Research Academic Staff	Other Academic Staff	Exempt Classified Staff	Non-Exempt Classified Staff	Employee- in-Training	Graduate Assistants	Total
Black	56	22	32	6	91	23	134	8	119	491
Asian/Pacific Islar	252	10	137	178	155	63	184	45	219	1,243
Native American	6	1	7	3	19	2	12	5	23	78
Hispanic	74	14	50	23	78	28	234	19	214	734
White	1,678	380	1,888	939	3,469	1,390	2,946	395	2,936	16,021
Two or more races	19	3	21	6	37	13	39	13	74	225
Unknown	88	4	146	40	71	21	161	66	40	637
Nonresident Alien	47	1	58	108	55	1	19	376	1,702	2,367
Total	2,220	435	2,339	1,303	3,975	1,541	3,729	927	5,327	21,796
Percent Resident Minority	18.3%	11.5%	10.6%	16.6%	9.6%	8.4%	16.2%	9.7%	12.2%	12.7%
Percent Nonresident	2.1%	0.2%	2.5%	8.3%	1.4%	0.1%	0.5%	40.6%	32.0%	10.9%

Source: October HRS data

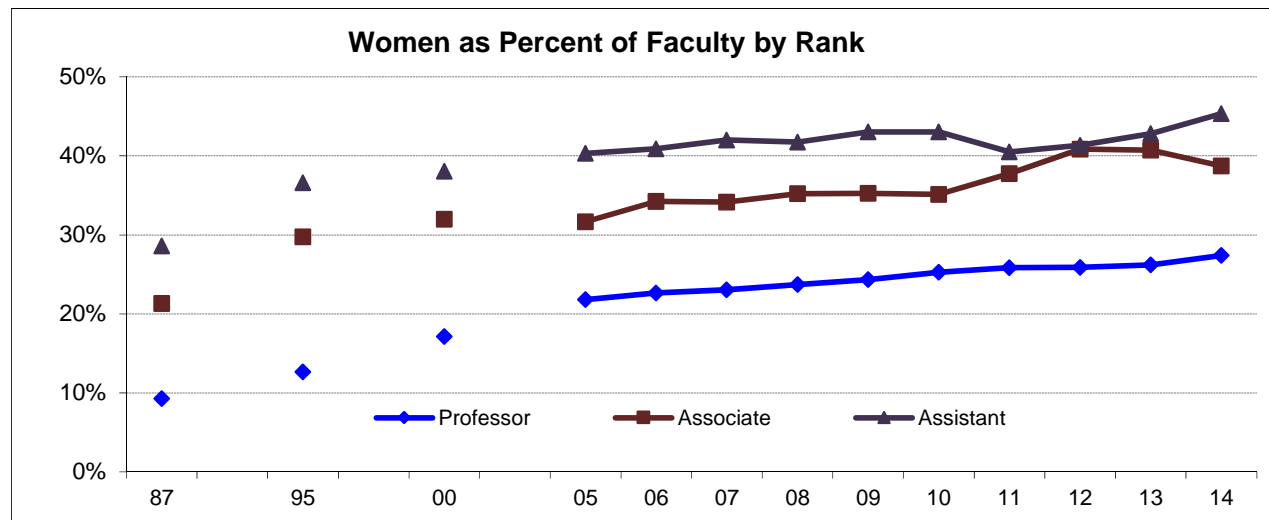
Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded. Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Because of small numbers, individuals who identified as Native Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are reported as Unknown.

Prepared by: Office of Academic Planning & Institutional Research, April 2015

Appendix 6

Faculty Headcount by Rank & Gender

		1987	1995	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Professor	Women	140	181	233	291	298	303	307	312	324	322	329	338	363
	Men	1,366	1,248	1,127	1,044	1,019	1,012	987	969	959	923	942	952	961
	% Women	9%	13%	17%	22%	23%	23%	24%	24%	25%	26%	26%	26%	27%
Associate Professor	Women	79	135	125	113	135	137	151	153	157	163	172	171	160
	Men	292	319	266	244	259	264	278	281	290	269	249	249	253
	% Women	21%	30%	32%	32%	34%	34%	35%	35%	35%	38%	41%	41%	39%
Assistant Professor	Women	137	146	161	213	203	202	190	198	192	186	199	205	219
	Men	342	253	262	315	293	279	265	262	254	273	282	274	264
	% Women	29%	37%	38%	40%	41%	42%	42%	43%	43%	41%	41%	43%	45%
Instructor	Women	2	0	0	0	3	1	0	0	1	0	0	0	0
	Men	2	0	0	0	0	0	0	0	0	0	0	0	0
Total Faculty	Women	358	462	519	617	639	643	648	663	674	671	700	714	742
	Men	2,002	1,820	1,655	1,603	1,571	1,555	1,530	1,512	1,503	1,465	1,473	1,475	1,478
	Total	2,360	2,282	2,174	2,220	2,210	2,198	2,178	2,175	2,177	2,136	2,173	2,189	2,220
<i>Women as % of Total</i>		15.2	20.2	23.9	27.8	28.9	29.3	29.8	30.5	31.0	31.4	32.2	32.6	33.4



Source: October IADS and HRS data

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

Prepared by UW-Madison Office of Academic Planning, April 2015

Appendix 7

Faculty Headcount by Rank & Race/Ethnicity

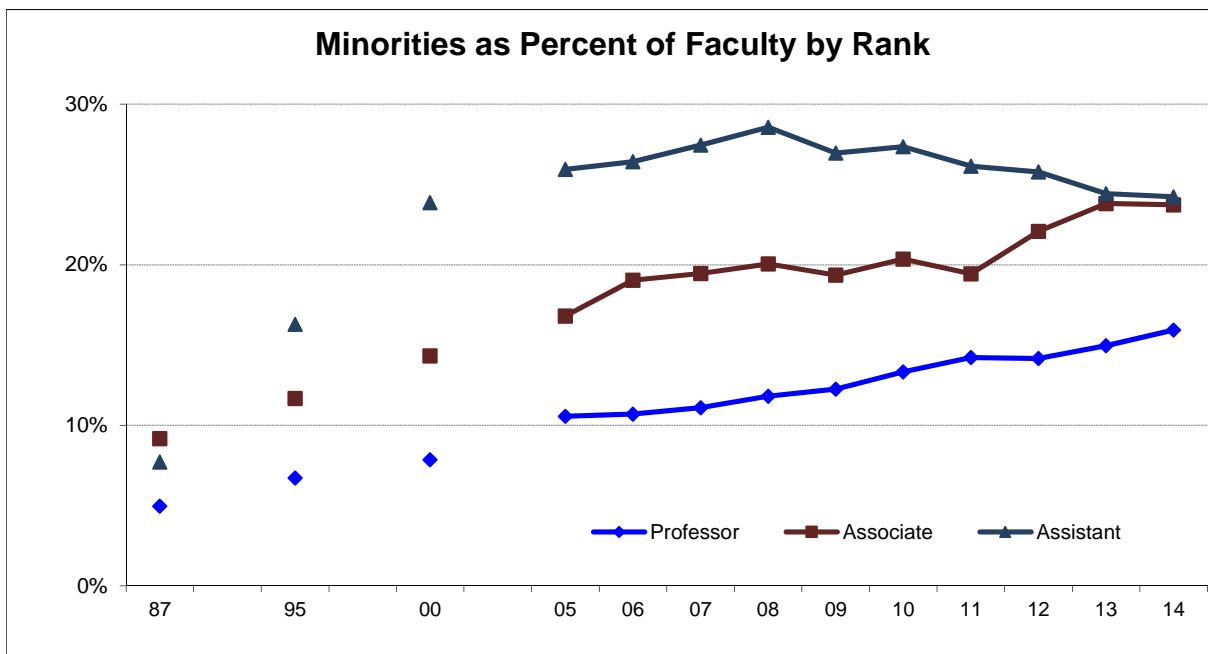
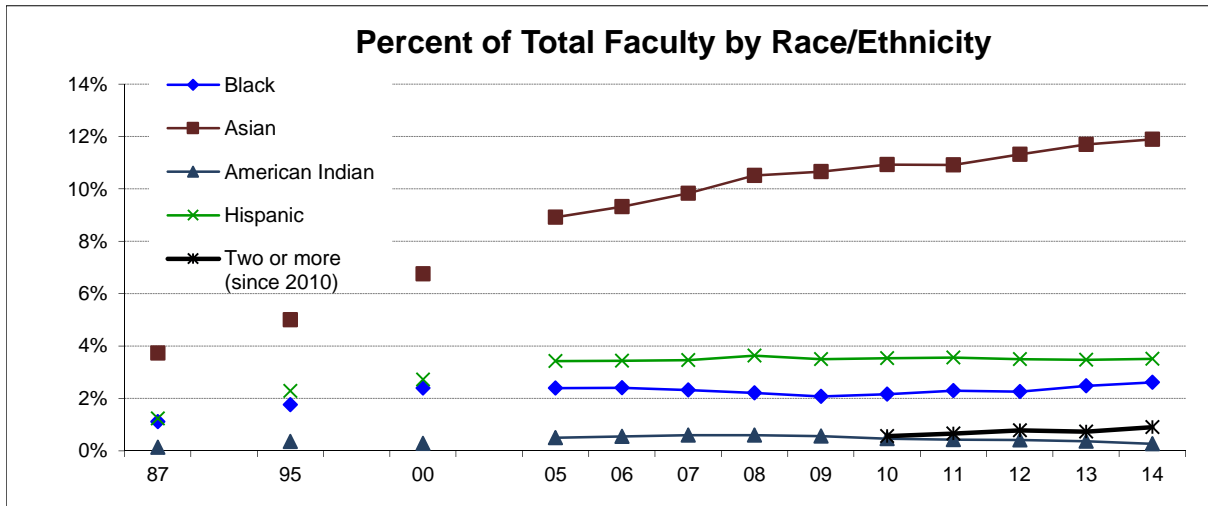
	1987	1995	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	
Professor	Black	17	20	18	26	27	27	25	22	20	21	20	22	23
	Asian	44	52	57	77	79	87	93	100	109	111	115	123	139
	American Indian	0	3	3	3	3	3	3	3	2	3	3	4	4
	Hispanic	14	21	29	35	32	29	32	32	34	36	36	38	38
	Two or more races									6	6	6	6	7
	Unknown								11	15	10	13	18	21
		1,43	1,33	1,25	1,19	1,17	1,16	1,14	1,11	1,09	1,05	1,07	1,07	1,09
	White	1	3	3	4	6	9	1	3	7	7	8	9	2
Associate Professor	Black	5	10	11	7	5	6	8	7	8	6	8	10	9
	Asian	20	25	31	39	51	51	60	57	58	51	58	66	60
	American Indian	3	2	1	3	5	5	6	5	5	5	6	4	2
	Hispanic	6	16	13	11	14	16	12	15	18	19	17	18	24
	Two or more races									2	3	4	2	3
	Unknown								10	13	14	16	20	18
		337	401	335	297	319	323	343	340	343	334	312	300	297
	White													
Assistant Professor	Black	4	10	23	20	21	18	15	16	19	22	21	22	26
	Asian	24	37	59	82	76	78	76	75	71	71	73	67	65
	American Indian	0	3	2	5	4	5	4	4	3	1	0	0	0
	Hispanic	9	15	17	30	30	31	35	29	25	21	23	20	16
	Two or more races									4	5	7	8	10
	Unknown								18	24	39	45	51	55
		442	334	322	391	365	349	325	318	300	300	312	311	311
	White													
Instructor	Black	0	0	0	0	0	0	0	0	0	0	0	0	0
	Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
	American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or more races									0	0	0	0	0
	Unknown									1	0	0	0	0
		4	0	0	0	3	1	0	0	0	0	0	0	0
	White													
Total Faculty	Black	26	40	52	53	53	51	48	45	47	49	49	54	58
	Asian	88	114	147	198	206	216	229	232	238	233	246	256	264
	American Indian	3	8	6	11	12	13	13	12	10	9	9	8	6
	Hispanic	29	52	59	76	76	76	79	76	77	76	76	76	78
	Two or more races									12	14	17	16	20
	Unknown								39	53	63	74	89	94
		2,21	2,06	1,91	1,88	1,86	1,84	1,80	1,77	1,74	1,69	1,70	1,69	1,70
	White	4	8	0	2	3	2	9	1	0	1	2	0	0
Total	2,36	2,28	2,17	2,22	2,21	2,19	2,17	2,17	2,17	2,13	2,17	2,18	2,22	
Minority as % of Total	0	2	4	0	0	8	8	5	7	5	3	9	0	
	6.2	9.4	12.1	15.2	15.7	16.2	16.9	16.8	17.6	17.8	18.3	18.7	19.2	

Source: October IADS and HRS data

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

Prepared by: Office of Academic Planning & Institutional Research, April 2015

Appendix 7. Faculty Headcount by Rank & Race/Ethnicity (continued):



Appendix 8

Women in Science Faculty Hires at UW-Madison 1982-1983 through 2014-2015

Year of Hire	New Faculty Hires					Women as % of Hires				
	Total	Biological Science	Physical Science	Arts & Humanities	Social Sciences	Total	Biological Science	Physical Science	Arts & Humanities	Social Sciences
Post-Madison Plan										
1993-94	92	38	13	6	35	27%	18%	15%	17%	43%
1994-95	72	34	10	6	22	39%	35%	20%	50%	50%
1995-96	77	34	13	6	24	26%	21%	23%	33%	33%
1996-97	69	24	11	13	21	32%	17%	9%	62%	43%
Strategic Hiring Initiative										
1997-98	86	30	11	10	35	43%	37%	18%	50%	54%
1998-99	98	27	18	20	33	38%	44%	28%	40%	36%
1999-00	134	42	33	17	42	32%	31%	15%	47%	40%
2000-01	157	46	27	33	51	36%	37%	19%	42%	41%
2001-02	155	50	25	29	51	30%	24%	12%	55%	31%
Post-Strategic Hiring Initiative										
2002-03	123	46	29	18	30	35%	26%	24%	67%	40%
Strategic Hiring Initiative - Reestablished										
2003-04	99	42	15	12	30	45%	45%	33%	58%	47%
2004-05	97	32	20	12	33	35%	31%	35%	17%	45%
2005-06	106	36	19	18	33	41%	25%	11%	67%	61%
2006-07	113	33	30	12	38	40%	39%	23%	50%	50%
2007-08	112	50	19	10	33	38%	34%	11%	40%	58%
2008-09	94	34	20	12	28	29%	24%	10%	58%	36%
2009-10	93	29	19	13	32	46%	52%	32%	54%	47%
2010-11	105	31	14	21	39	38%	29%	14%	62%	41%
2011-12	119	50	14	25	30	39%	42%	14%	52%	33%
2012-13	129	37	25	16	51	45%	49%	24%	38%	55%
2013-14	110	39	17	18	36	41%	41%	12%	72%	39%
2014-15	101	37	13	15	36	54%	51%	31%	67%	61%
since 2003	1278	450	225	184	419	41%	39%	21%	54%	48%

Source: HRS and IADS data

Notes: Data for 2014-2015 is preliminary. New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. Faculty transferred from UW-Extension in 1985-1986 are not counted as new hires for this table. The legislature authorized over 100 additional faculty positions in the 1987-1989 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW-Madison faculty. Approximately 150 cluster faculty positions were approved from 1998 through 2003. Discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Prepared by: Office of Academic Planning & Institutional Research, 9/1/2015

Appendix 9

Minority Faculty Hires at UW-Madison 1982-1983 through 2014-2015

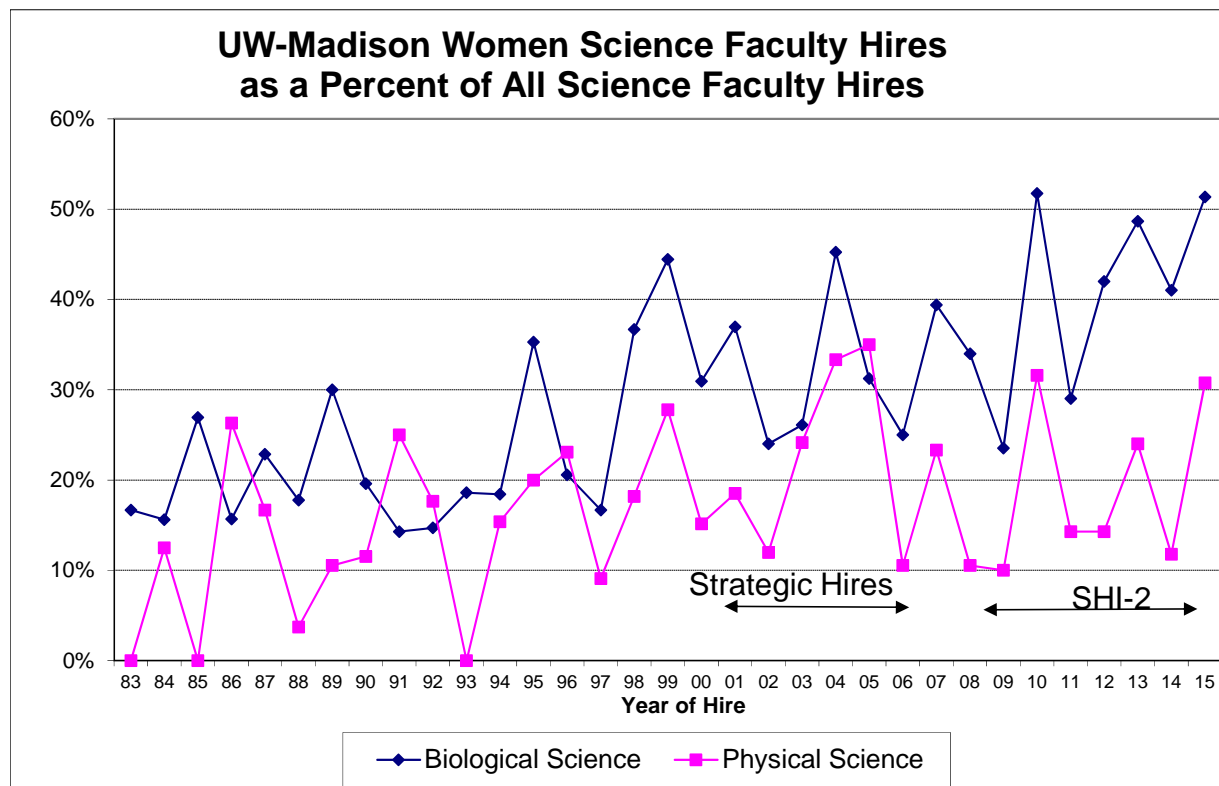
Year of Hire	Total Faculty Hired	Minority Faculty Hired						Two or More Races	Percent Minority	Non-Asian Minority
		Total	Black	Asian	American Indian	Hispanic				
Pre-Madison Plan										
1982-83	106	8	0	5	0	3		8%	3%	
1983-84	140	15	2	9	0	4		11%	4%	
1984-85	148	12	2	7	2	1		8%	3%	
1985-86	129	11	0	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	113	13	3	5	2	3		12%	7%	
Post-Madison Plan										
1993-94	92	14	0	12	0	2		15%	2%	
1994-95	72	9	2	4	0	3		13%	7%	
1995-96	77	13	2	10	1	0		17%	4%	
1996-97	69	11	2	5	0	4		16%	9%	
Strategic Hiring Initiative										
1997-98	87	23	3	18	0	2		26%	6%	
1998-99	98	20	6	10	0	4		20%	10%	
1999-00	134	23	3	14	2	4		17%	7%	
2000-01	157	42	9	28	0	5		27%	9%	
2001-02	155	42	7	29	2	4		27%	8%	
Post-Strategic Hiring Initiative										
2002-03	123	24	3	18	1	2		20%	5%	
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	111	33	4	21	1	7		30%	11%	
2008-09	94	21	1	17	0	3		22%	4%	
2009-10	93	20	5	12	0	3		22%	9%	
2010-11	105	29	5	19	0	3	2	28%	10%	
2011-12*	119	10	4	3	0	3	0	8%	6%	
2012-13	129	37	4	24	0	5	4	29%	9%	
2013-14	110	26	6	14	0	4	2	24%	9%	
2014-15	101	27	6	12	0	4	5	27%	14%	
	1277	303	46	181	4	59	9	24%	9%	

Source: HRS and IADS data

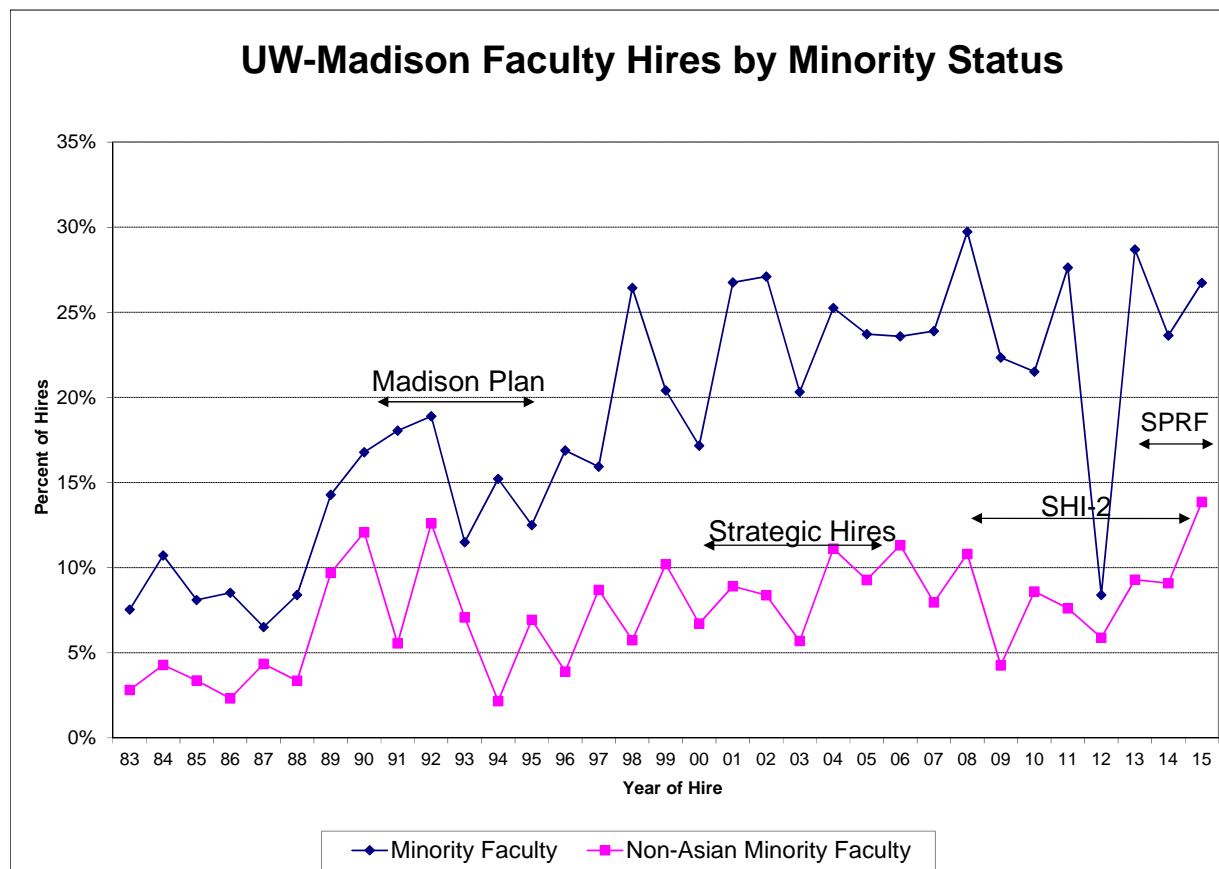
Notes: Due to changes in the collection process, race/ethnicity information is missing for 25% of faculty hired in 2011-2012 and over 10% missing for subsequent years. New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. Faculty transferred from UW-Extension in 1985-1986 are not counted as new hires for this table. Data collection for race/ethnicity changed in 2010: see notes for Appendix 8.

Prepared by: Office of Academic Planning & Institutional Research, 9/1/2015

Appendix 8. Women in Science Faculty Hires at UW-Madison 1982-1983 through 2014-2015 (Figure 1):



Appendix 9. Minority Faculty Hires at UW-Madison 1982-1983 through 2014-2015 (Figure 2):



Appendix 10

Faculty Promotions to Tenure by Gender

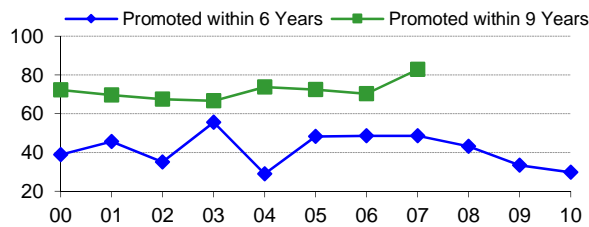
Entering Cohort	Total Hired	Women				Men				
		Promoted within Six Years		Promoted within Nine Years		Promoted within Six Years		Promoted within Nine Years		
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1999-00	36	14	39	26	72	72	35	49	49	68
2000-01	46	21	46	32	70	76	38	50	52	68
2001-02	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	28	74	37	17	46	27	73
2004-05	29	14	48	21	72	52	32	62	38	73
2005-06	37	18	49	26	70	50	26	52	38	76
2006-07	35	17	49	29	83	48	29	60	39	81
2007-08	37	16	43			54	30	56		
2008-09	18	6	33			51	30	59		
2009-10	37	11	30			37	11	30		
Average			42		72			53		74

Source: UW-Madison Tenure file and IADS

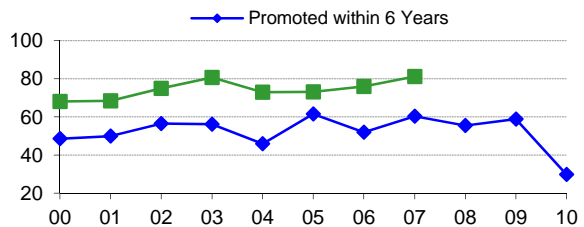
Note: Includes only individuals hired as probationary faculty in 2009-2010 or earlier. See Data Digest Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1999-2000 and 2006-2007 were promoted after 9 years (not shown).

Prepared by: Office of Academic Planning & Institutional Research, 9/3/2015

Percent of Women Promoted to Tenure



Percent of Men Promoted to Tenure



Appendix 11

Faculty Promotions by Minority Status

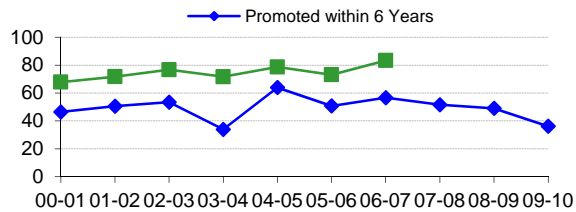
Entering Cohort	Total Hired	Minority				Non-Minority				
		Promoted within Six Years		Promoted within Nine Years		Total Hired	Promoted within Six Years		Promoted within Nine Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1999-00	22	9	41	14	64	86	40	47	61	71
2000-01	38	20	53	27	71	84	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	17	77	53	18	34	38	72
2004-05	20	7	35	11	55	61	39	64	48	79
2005-06	20	10	50	15	75	67	34	51	49	73
2006-07	23	12	52	18	78	60	34	57	50	83
2007-08	29	14	48			62	32	52		
2008-09	18	11	61			51	25	49		
2009-10	16	1	6			58	21	36		
Average			47		71			49		74

Source: UW-Madison Tenure file and IADS

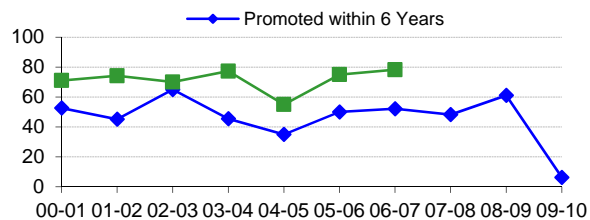
Note: Includes only individuals hired as probationary faculty in 2009-2010 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, or two or more races. Five faculty hired between 1999-2000 and 2006-2007 were promoted after 9 years (not shown).

Prepared by: Office of Academic Planning & Institutional Research, 9/3/2015

Percent of Minority Faculty Appointed to Tenure



Percent of Non-Minority Faculty Appointed to Tenure



Appendix 12

Faculty Promotions to Tenure by Gender & Minority Status

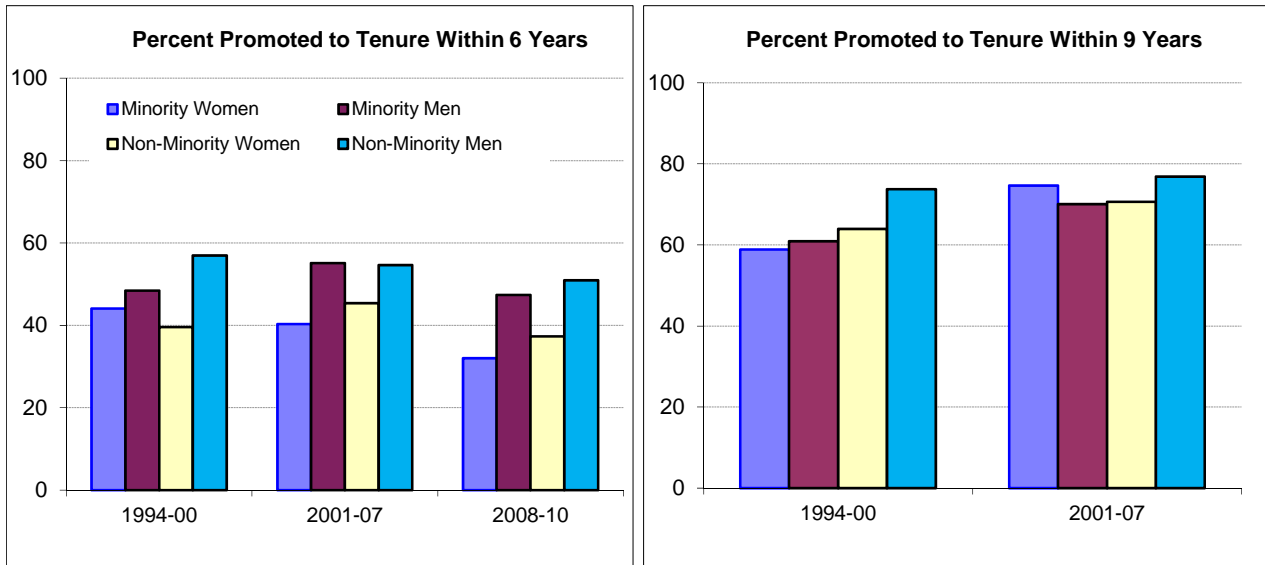
Year of Hire	Minority Women						Minority Men					
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years			
		Count	Percent	Count	Percent		Count	Percent	Count	Percent		
1994-00	34	15	44	20	59	64	31	48	39	61		
2001-07	67	27	40	50	75	107	59	55	75	70		
2008-10	25	8	32			38	18	47				
Average	7	3	40%	5	69%	12	6	52%	8	67%		

Year of Hire	Non-Minority Women						Non-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		
1994-00	144	57	40	92	64	244	139	57	180	74		
2001-07	194	88	45	137	71	289	158	55	222	77		
2008-10	67	25	37			104	53	51				
Average	25	11	42%	16	68%	40	22	55%	29	75%		

Source: UW-Madison Tenure File, IADS and HRS

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, Pacific Islander, or two or more races. Whites and those who chose not to report race or ethnicity are reported as non-minority. Eight faculty hired between 1993-1994 and 2006-2007 still held probationary appointments after 9 years and were subsequently promoted (not shown).

Prepared by: Office of Academic Planning & Institutional Research, 9/3/2015



Appendix 13

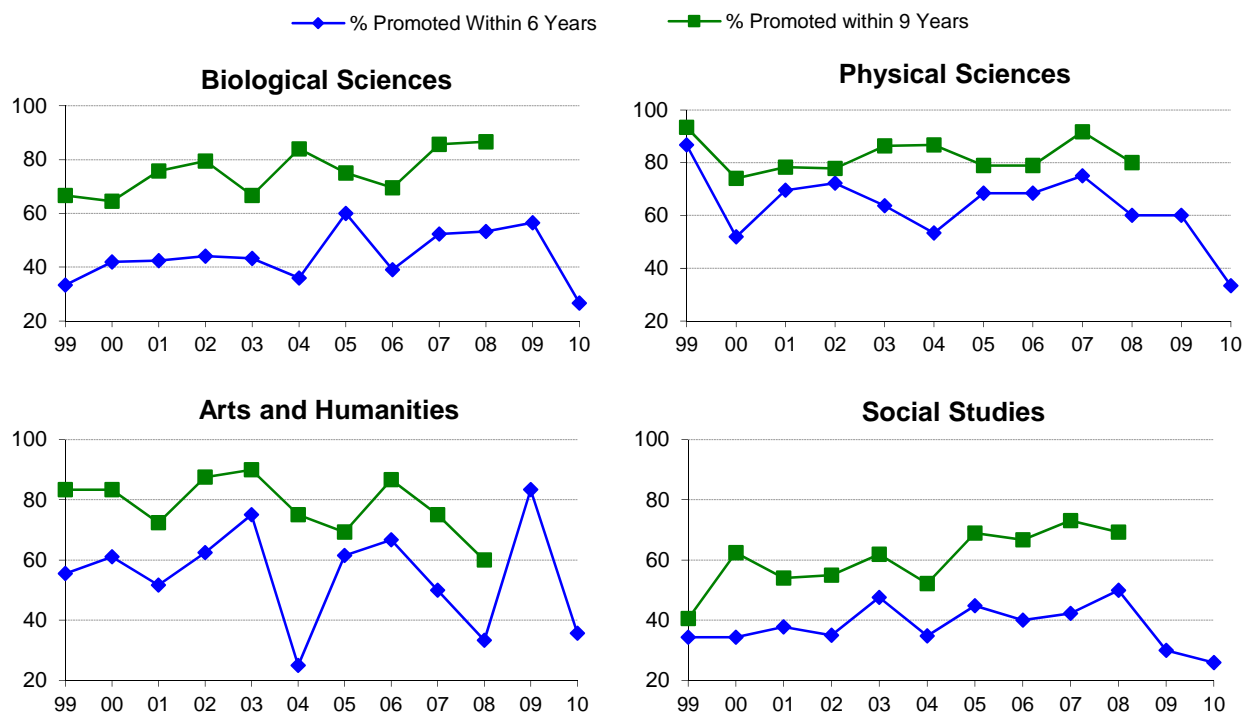
Faculty Promotions to Tenure by Divisional Affiliation

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
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	34	63
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	20	75	90	21	48	62
2003-04	25	36	84	15	53	87	12	25	75	23	35	52
2004-05	20	60	75	19	68	79	13	62	69	29	45	69
2005-06	23	39	70	19	68	79	15	67	87	30	40	67
2006-07	21	52	86	24	75	92	12	50	75	26	42	73
2007-08	30	53	87	20	60	80	15	33	60	26	50	69
2008-09	23	57		20	60		6	83		20	30	
2009-10	15	27		18	33		14	36		27	26	
Average	25	45	74	20	64	82	16	55	81	29	38	59

Source: UW-Madison Tenure File and IADS

Note: Includes only individuals hired as probationary faculty in 2007-2008 or earlier. See Data Digest Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1998-1999 and 2006-2007 were promoted after nine years (not shown). Faculty hired in 2007-2008 are shown with 8-year tenure rates.

Prepared by: Office of Academic Planning & Institutional Research, 9/3/2015



Appendix 14

Faculty Promotions to Tenure by Gender and Divisional Affiliation

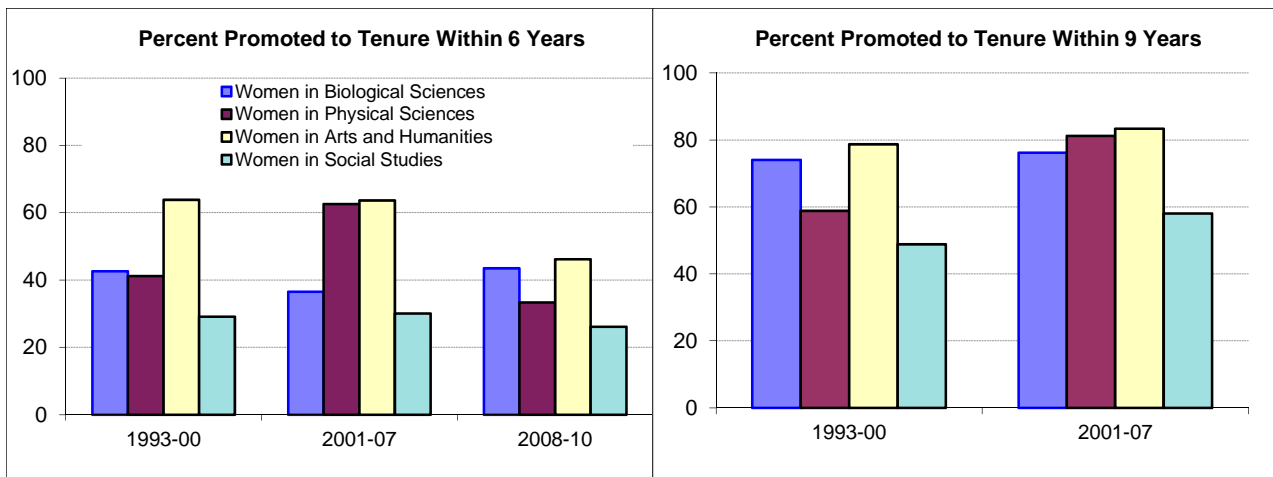
Year of Hire	Women in Biological Sciences						Women in Physical Sciences					
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years			
		Count	Percent	Count	Percent		Count	Percent	Count	Percent		
1993-00	54	23	43	40	74	17	7	41	10	59		
2001-07	63	23	37	48	76	32	20	63	26	81		
2008-10	23	10	43			12	4	33				
Average	9	4	40%	6	75%	4	2	51%	3	73%		

Year of Hire	Women in Arts and Humanities						Women in Social Studies					
	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		
1993-00	47	30	64	37	79	86	25	29	42	49		
2001-07	66	42	64	55	83	100	30	30	58	58		
2008-10	13	6	46			23	6	26				
Average	8	5	62%	7	81%	13	4	29%	7	54%		

Source: UW-Madison Tenure File, IADS and HRS

Note: Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Six women and two men hired between 1992-1993 and 2006-2007 still held probationary appointments after nine years and were subsequently promoted (not reported as tenured here).

Prepared by: Office of Academic Planning & Institutional Research, 9/3/2015



Appendix 14. Faculty Promotions to Tenure by Gender and Divisional Affiliation (continued):

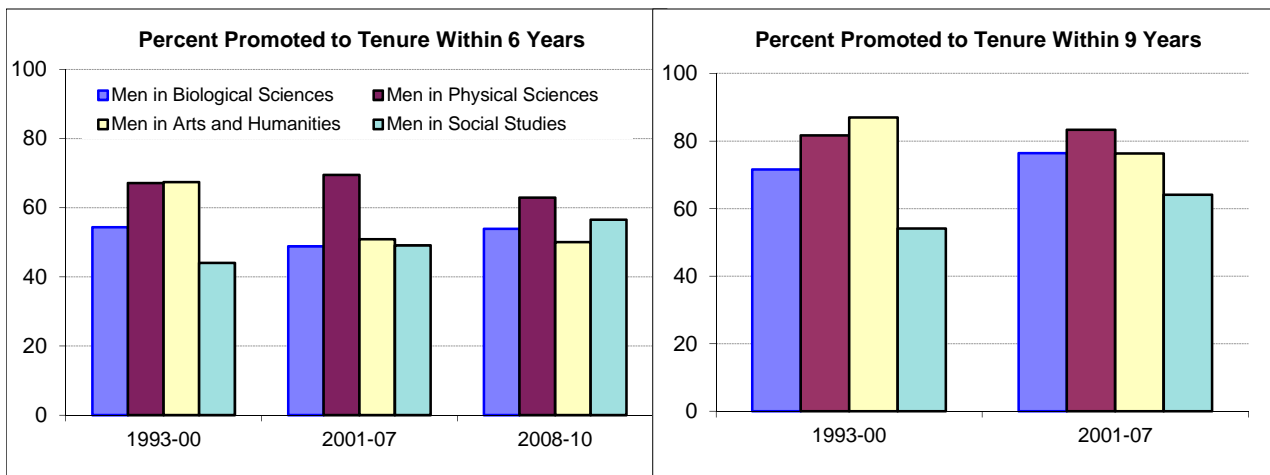
Year of Hire	Men in Biological Sciences						Men in Physical Sciences					
	Promoted within 6 Years			Promoted within 9 Years			Promoted within 6 Years			Promoted within 9 Years		
	Total Hired	Count	Percent	Count	Percent	Total Hired	Count	Percent	Count	Percent		
1993-00	127	69	54	91	72	82	55	67	67	82		
2001-07	123	60	49	94	76	108	75	69	90	83		
2008-10	39	21	54			35	22	63				
Average	21	11	52%	15	74%	16	11	68%	13	83%		

Year of Hire	Men in Arts and Humanities						Men in Social Studies					
	Promoted within 6 Years			Promoted within 9 Years			Promoted within 6 Years			Promoted within 9 Years		
	Total Hired	Count	Percent	Count	Percent	Total Hired	Count	Percent	Count	Percent		
1993-00	46	31	67	40	87	109	48	44	59	54		
2001-07	59	30	51	45	76	106	52	49	68	64		
2008-10	8	4	50			23	13	57				
Average	8	5	58%	7	81%	17	8	47%	11	59%		

Source: UW-Madison Tenure File, IADS and HRS

Note: Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Six women and two men hired between 1992-1993 and 2006-2007 still held probationary appointments after nine years and were subsequently promoted (not reported as tenured here).

Prepared by: Office of Academic Planning & Institutional Research, 9/3/2015



Appendix 15

Count of Higher-Level Administrative Positions by Gender and Faculty Status

Title Name	2002-03		2011-12		2011-12		2013-14		2014-15		%
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Chancellor	0	1	0	1	0	1	1	0	1	0	100%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	3	0	3	2	1	67%
Non-Faculty	1	2	0	2	0	2	0	3	0	3	0%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	4	0	7	0	7	1	8	11%
Non-Faculty	0	1	2	4	4	4	3	6	3	6	33%
Assistant Vice Chancellor											
Non-Faculty	3	6	2	4	4	2	4	3	4	3	57%
Academic Deans	2	12	5	9	6	8	6	7	6	8	43%
Associate Dean: Faculty/CHS	13	25	19	29	14	30	15	27	12	23	34%
Assistant Dean: Faculty/CHS	0	0	0	2	0	2	0	2	0	2	0%
Assistant Dean- Non-Faculty											
Large	13	15	16	15	15	16	15	13	15	13	54%
Medium/Large			5	5	6	5	9	7	9	8	53%
Medium	33	16	26	16	30	14	29	15	28	15	65%
Small	8	4	4	5	3	5	3	4	3	3	50%
Associate Dean- Non-Faculty											
Large	7	10	9	11	11	9	11	8	14	9	61%
Medium/Large			3	2	7	1	6	3	5	4	56%
Medium	3	1	3	2	3	4	3	4	3	3	50%
Small	0	0	1	0	2	0	1	0	0	0	
Total Higher Level Administrative Positions											
Faculty	17	43	24	48	20	51	22	46	22	43	34%
Non-Faculty	68	55	71	66	85	62	84	66	84	67	56%

Source: IADS, HRS as of October

Notes: Includes both paid and zero-dollar positions.

Prepared by: Margaret Harrigan, Office of Academic Planning & Institutional Research, 8/27/2015

Appendix 16

Count of Higher-Level Administrative Positions by Minority and Faculty Status

Title Name/Faculty Status	2002-03		2011-12		2012-13		2013-14		2014-15		% 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%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	1	1	1	1	1	2	1	2	33%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	4	0	6	2	5	1	8	11%
Non-Faculty	0	1	1	5	1	7	0	9	0	9	0%
Assistant Vice Chancellor											
Non-Faculty	3	6	4	2	5	1	4	3	4	3	57%
Dean - Faculty	0	14	1	13	3	11	2	11	2	12	14%
Associate Dean: Faculty/CHS	3	35	5	43	5	39	3	39	3	32	9%
Assistant Dean: Faculty/CHS	1	2	0	2	0	2	0	2	0	2	0%
Assistant Dean- Non-Faculty											
Large	3	25	4	27	4	27	4	24	4	24	14%
Medium/Large			0	10	1	10	2	14	2	15	12%
Medium	15	34	15	27	15	29	14	30	12	31	28%
Small	2	10	3	6	1	7	1	6	1	5	17%
Associate Dean- Non-Faculty											
Large	0	17	2	18	1	19	1	18	3	20	13%
Medium/Large			2	3	2	6	2	7	2	7	22%
Medium	0	4	0	5	0	7	0	7	0	6	0%
Small	0	0	0	1	0	2	0	1	0	0	
Total Higher Level											
Faculty	6	57	6	66	8	62	7	61	6	58	9%
Non-Faculty	24	99	32	105	31	116	29	121	29	122	19%

Source: IADS and HRS EPM OCTJOB as of October

Notes: Includes both paid and zero-dollar associate vice chancellors, assistant vice chancellors, deans, associate deans, and assistant deans. Minority faculty and staff are those who identify themselves as Black or African American, Asian or Asian American, Native American, or Hispanic/Latino.

Prepared by: Margaret Harrigan, Office of Academic Planning & Institutional Research, 8/27/2015

Appendix 17

**Number of Full Professor Faculty, Department Chairs and Academic Program Directors
by Gender and Divisional Affiliation**

	2002-03		2011-12		2012-13		2013-14		2014-15		
	# 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	# of Full Profs	# Dept Chair & Acad Prog Dirs	Chair/ APD as % of Profs
Total	186	14%	183	15%	190	15%	182	14%	1324	183	14%
Men	160	15%	125	14%	131	14%	125	13%	961	129	13%
Women	26	10%	58	18%	59	18%	57	17%	363	54	15%
% Women	14%		32%		31%		31%		27%	30%	
Biological Sciences											
Men	60	17%	44	14%	48	15%	49	15%	344	50	15%
Women	3	5%	8	10%	9	10%	10	11%	100	12	12%
Physical Sciences											
Men	36	11%	23	8%	24	8%	23	8%	283	21	7%
Women	1	4%	3	9%	3	9%	3	8%	43	3	7%
Social Studies											
Men	39	15%	33	17%	34	17%	26	13%	196	31	16%
Women	12	13%	20	19%	22	21%	23	22%	111	23	21%
Arts & Humanities											
Men	25	15%	25	18%	25	18%	27	19%	138	27	20%
Women	10	11%	27	25%	25	24%	21	20%	109	16	15%

Source: IADS and HRS frozen slice, October

Notes: Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional 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.

Prepared by: Margaret Harrigan, Office of Academic Planning & Institutional Research, 8/27/2015

Appendix 18

**Number of Full Professor Faculty, Department Chairs and Academic Program Directors
by Minority Status and Divisional Affiliation**

	2002-03		2011-12		2012-13		2013-14		2014-15		
	# 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	Chair & Acad Prog Dirs	Chair, APD as % of Profs
Total	186	14%	183	15%	190	15%	182	14%	1324	183	14%
Non-minority	167	14%	161	15%	167	15%	164	15%	1114	161	14%
Minority	19	14%	22	12%	23	13%	18	9%	210	22	10%
% Minority	10%		12%		12%		10%		16%	12%	
Biological Sciences											
Non-minority	60	16%	49	14%	53	15%	55	15%	390	57	15%
Minority	3	10%	3	7%	4	9%	4	8%	54	5	9%
Physical Sciences											
Non-minority	34	11%	24	10%	25	10%	25	10%	255	22	9%
Minority	3	8%	2	3%	2	3%	1	2%	71	2	3%
Social Studies											
Non-minority	49	15%	47	18%	50	19%	42	16%	264	46	17%
Minority	2	6%	6	17%	6	17%	7	17%	43	8	19%
Arts & Humanities											
Non-minority	24	11%	41	20%	39	19%	42	20%	205	36	18%
Minority	11	33%	11	30%	11	28%	6	15%	42	7	17%

Source: IADS appointment system frozen slice, October

Notes: Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional 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, Native Hawaiian or Pacific Islander, Native American, Hispanic, or two or more races. Excludes academic program directors who do not also hold faculty appointments.

Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 8/27/2015