



August 31, 2015

MEMORANDUM

To: Provost Sarah Mangelsdorf
Vice Provost Michael Bernard-Donals
Vice Provost Patrick J. Sims
Members of the Committee on Women in the University

From: Margaret Harrigan

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

At the request of the Committee on Women in the University, each year I provide data describing the number of faculty and staff at UW-Madison by gender, minority status, employee category, and other categories over time. This information expands on data provided in the annual Data Digest (apir.wisc.edu/datadigest.htm) and was presented to the Committee on Women in the University in spring 2015. A list of the included tables and a brief summary of each follows.

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

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

Table 3: 2014 Headcount of Faculty and Staff by Gender and Race/Ethnicity

Table 4: 2014 Headcount by Race/Ethnicity and Non-resident Alien Status

- Instructional academic staff (such as lecturers and clinical faculty) have increased 15% over the past ten years. Research academic staff (researchers, scientists, research veterinarians), typically funded on grants, have increased by about 10%. Executive/directors/administrator positions have increased 12% since 2005. Employees-in-training (primarily post-docs) grew by 14% in ten years.
- Other job categories grew more slowly. The headcount of faculty is the same as ten years ago, at 2220. Graduate assistant positions have grown by 1%. University staff saw a 2% increase in the past ten years.
- Women are a majority of non-exempt university staff and other academic staff (Table 1). The smallest percentage of women is reported in the faculty, at 33.4%. All of the other employee categories - research and instructional academic staff, exempt university staff, executive/director, graduate assistants, post-docs - are made up of between 40-49% women.
- Minority university staff has increased from 11% to 14% in past ten years; currently 17% of non-exempt university staff and about 8% of exempt university staff are people of color (Table 2). The

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proportion of minority Academic Staff increased from 11% to 13%; minority executive/director/administrators increased more slowly over the time period, from 10 to 12%. Minority faculty has increased from 15% to 19% since 2005. Employees-in-training (EIT) and graduate assistants have the highest proportion of people of color at about one-third. Comparatively, people of color comprise about 19% of the overall Dane County population (based on 2011 American Community Survey administered by US Census Bureau).

- Tables 3 and 4 show the number of women and men in each racial/ethnic category, by major employee groups. The percentages of men and women who are members of a racial/ethnic minority are similar for all of the employment categories except for EIT (Table 3). Although more male EIT are reported as minority, this is due to the higher proportion of male Asian EIT who are here on a temporary visa (Table 4). The majority of non-resident aliens are employed as graduate assistants or post-docs. About 32% of graduate student assistants and 41% of EIT hold temporary visas in 2014. Table 3 showed about one-third of grad assistants and EIT were people of color. Excluding those on temporary visas, 12% of grad assistants and 10% of EIT are people of color.

Table 5: Faculty Headcount by Rank and Gender

Table 6: Faculty Headcount by Rank and Race/Ethnicity

- Since 2005, the number of women on the faculty has increased from 28% to 33% (Table 5). In 1987, fewer than 10% of full professors were women; currently women comprise 27% of full professors. Women have made up at least 40% of all assistant professors for over 10 years and now comprise nearly 40% of associate professors as well.
- The number of faculty has more than doubled for each ethnic minority group since 1987. However, as a result of changes to the data collection process in 2010 to permit individuals to report two or more race/ethnicity categories, data for individual racial/ethnic groups for years after 2009 are not strictly comparable to prior years.
- The biggest growth in minority faculty over time has been in Asian category. About 12 percent of current UW Madison faculty – 264 people – identify as Asian. Asians constitute over 62% of all minority faculty members at UW-Madison.

Table 7 and Figure 1: Women in Science Faculty Hires 1982-83 through 2013-14

Table 8 and Figure 2: Minority Faculty Hires 1993-94 through 2013-14

- During the period 1982-83 through 2014-15, three programs provided funds to increase faculty diversity at UW-Madison. The Madison Plan allocated funds for hiring minority faculty from 1988-1989 through 1992-93. The Strategic Hiring Initiative (SHI) allocated money for diversity, women in science, and dual-career-couple hires from 1997-98 to 2001-02; the program was re-instated in 2003-04. The Strategic Pipeline and Recruitment Fund (SPRF), established to increase faculty diversity, first impacted hires in 2012-13. SPRF defines diversity broadly – race/ethnicity, disability, gender, sexual orientation, and first generation to attend college.

- Since 2003, over 40% of all faculty hires have been women (Table 7). Women comprise 39% of all faculty members hired in the biological sciences and 21% of those in physical sciences; they make up about 54% of hires in the arts and humanities and 48% of social sciences hires since 2003.
- Since 1988-89, minorities have comprised 21% of all faculty hired (Table 8). In the past ten years, 24% of faculty hires were members of a minority group; non-Asian minority faculty comprised about 9% of all faculty hired. Changes to data collection methods resulted in a substantial number of faculty hired in 2011-12 who did not report race and ethnicity. Despite additional efforts to collect data, we do not have race or ethnicity information available for over 25% of those hired in 2011-12 and over 10% hired since then.
- In 2014-15, 27% of all faculty hired were members of a race/ethnic minority group. 14% of this year's faculty hires were non-Asian minority faculty – the highest percentage in over 30 years of tracking.
- In 2011, about 51% of all doctoral degrees earned in the US were granted to women. Over 50% of doctoral degrees in biological sciences and health professions were awarded to women; about 26% of doctoral degrees in physical sciences, mathematics, computer sciences, and engineering were granted to women. Currently, about 27% of doctoral degrees to US citizens are granted to people of color.

Table 9: Faculty Promotions to Tenure by Gender

Table 10: Faculty Promotions to Tenure by Minority Status

Table 11: Faculty Promotions to Tenure by Gender and Minority Status

Table 12: Faculty Promotions to Tenure by Divisional Committee Affiliation

Table 13: Faculty Promotions to Tenure by Divisional Committee Affiliation and Gender

- On average, about 42% of women and 53% of men are promoted within six years (Table 9). A significant number of both men and women receive tenure clock extensions, although a higher proportion of women than men are granted an extension. The most common reason an extension is granted is for childbirth or adoption. Taking into account additional time for clock extensions, about 72% of women and 74% of men are promoted to tenure within nine years.
- At six years, 47% of minority faculty and 49% of non-minority faculty were promoted over the time period analyzed (Table 10). At nine years, about 72% of minority faculty and 74% of non-minority faculty hired with probationary status have been tenured. Male non-minority faculty have the highest promotion rate within nine years – 75% over the time period shown (Table 11). In contrast, 68% of female non-minority, 67% of male minority, and 69% of female minority faculty are promoted within nine years.
- 6-year promotion rates for faculty hired in 2009-10 are lower than previous years. For this cohort, 30% of faculty were promoted, 27% left UW, and 43% still held tenure-track positions after six years.

- Promotion rates differ by divisional affiliation: 59% of Social Studies probationary faculty achieved tenure within 9 years, compared to 74-82% of faculty in the other divisions (Table 12). In the Biological Sciences, about three-fourths of both men and women faculty are promoted to tenure within nine years (Table 13). Similarly, men and women are equally likely to achieve tenure within nine years in the Arts and Humanities division. On average, about 81% of men in the Physical Sciences achieved tenure within nine years. Since 2000, women in the Physical Sciences have reached tenure at rates similar to men (81% for women v. 83% for men).
- Women in the Social Studies division are somewhat less likely to achieve tenure: on average, 54% of women Social Studies faculty and 59% of men achieved tenure within nine years. The promotion rate for Social Studies faculty improved for those hired in the 2000's compared to the 1990's for both men and women.

Table 14: Count of Higher-Level Administrative Positions by Gender and Faculty Status

Table 15: Count of Higher-Level Administrative Positions by Minority & Faculty Status

- About 34% of higher-level administrative positions occupied by faculty are held by women and 9% by minorities. Since these are typically drawn from faculty who hold full professor titles, one would expect the percentages to reflect the number of women and minority full professors at UW-Madison. Women comprise about 27% of all full professors; minorities make up 16% of all full professors. Of the non-faculty positions, about 56% are held by women and 19% by minorities. In comparison, women make up about 54% of the academic and limited staffs; about 13% of academic and limited staffs are minorities.

Table 16: Count of Academic Department Chairs and Academic Program Directors by Gender

Table 17: Count of Academic Department Chairs and Academic Program Directors by Minority Status

- In October 2014, 182 faculty members held a department chair or academic program director title. Of these leadership positions, 57 (31%) were occupied by women and 18 (10%) by minorities.

Attachments

cc: Jocelyn Milner, Robert Lavigna, Mark Walters, Eden Inoway-Ronnie, Luis Pinero, Ruby Paredes, Lindsey Stoddard Cameron, Steven Smith

Technical Notes:

In spring 2011, UW-Madison converted its human resources data system to a new PeopleSoft human resources data system (HRS). Information in the new system is collected and stored in different ways than in the past. The new system required the re-creation of many reports on which this memo are based. You may notice some discontinuities in the data compared to prior years.

Academic Staff is divided into three groups: instructional academic staff (such as clinical faculty and lecturers), research doctoral academic staff (such as scientists and researchers), and all other academic staff (programmer analysts, research specialists, advisers, librarians, etc.). Executive/Director/Administrator category consists of administrators who do not also hold faculty positions and is comprised primarily of staff with Limited appointments such as vice chancellor, administrative director, associate and assistant director, and associate and assistant dean. About 8% of the Executive/Administrator/Director category (33 individuals) is composed of administrators with academic staff appointments, with titles such as administrative officer or assistant or associate director. Faculty who hold Limited administrative appointments such as provost, dean, associate dean, or academic program director are reported under faculty with administrative appointments. University staff is divided into two groups: exempt and non-exempt. Exempt refers to exempt from overtime rules under the federal Fair Labor Standards Act (FLSA). Most of the exempt positions are professional or supervisory. Employees-in-training (EIT) is comprised primarily of post-docs (research associates and post-doctoral fellows).

Race and ethnicity data is self-reported based on US Census categories. Definitions and collection procedures for race and ethnicity data have changed since 2009. In 2010, federal requirements for collecting and reporting race and ethnic data changed allowing an individual to identify with more than one race or ethnic category. Data reported for years 2009 and earlier years follows the old reporting requirements allowing only one category. These changes make it difficult to compare over time. In particular, individuals who are now shown as “two or more races” would have identified as Black, Asian, White, or American Indian in past years. Anyone who reported Hispanic heritage, regardless of any race categories they reported, are counted as Hispanic since 2010. In addition, changes to the process for collecting and storing the data in 2011 caused problems. There is more missing data for new employees than we have had in the past, especially for those hired in 2011. Despite additional efforts to collect data, we do not have race or ethnicity information available for 25% of those hired in 2011-12 and over 10% of those hired since then.

Time until tenure promotion is calculated as the effective date of the promotion minus the date of hire in a probationary faculty appointment, plus time on tenure clock for service at another university. Years are not adjusted for time on leave or UW-Madison tenure clock extensions.

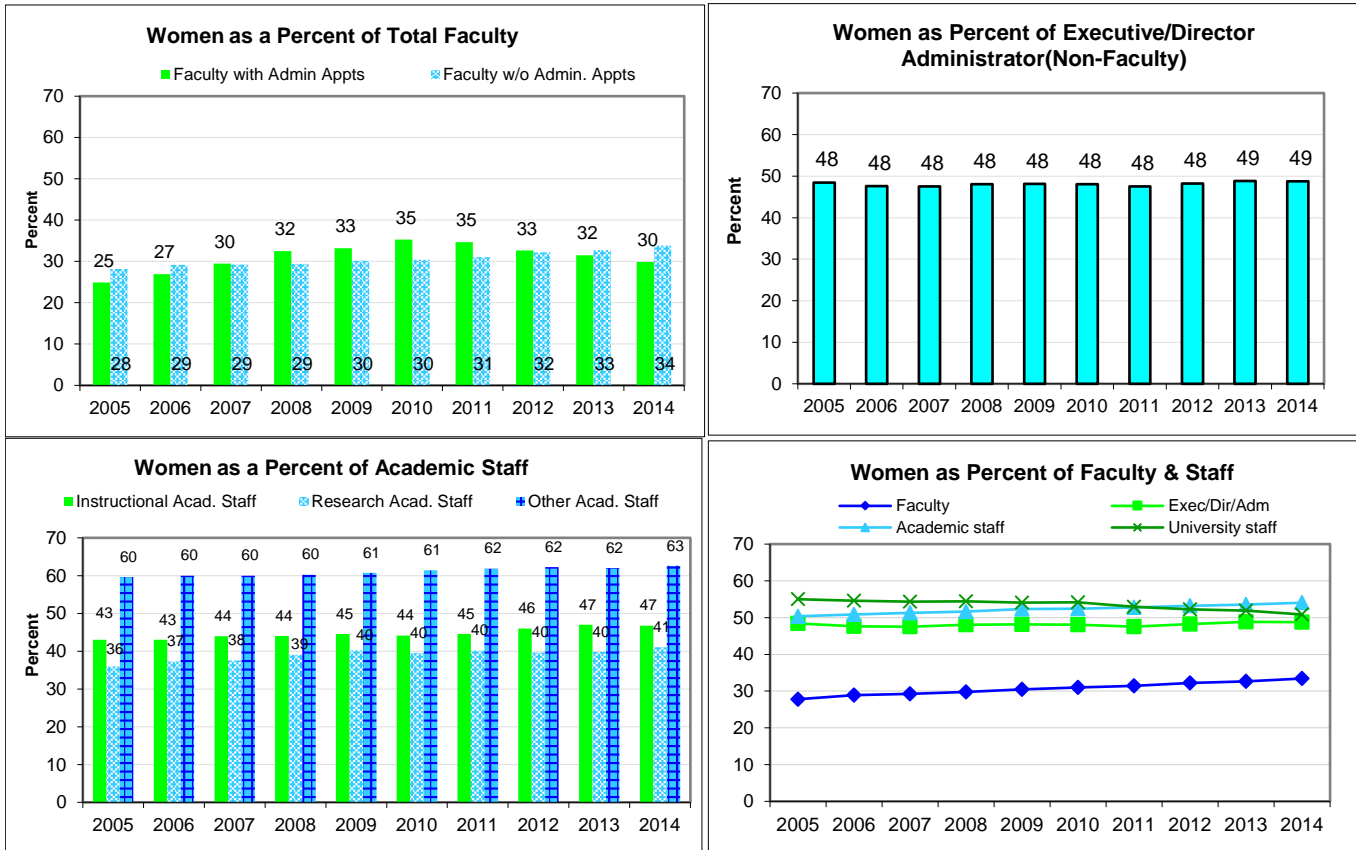
Table 1

Headcount of Faculty and 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 Appointment	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

Table 1

Headcount of Faculty and Staff by Gender (continued)



Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both instructional academic staff and other academic staff appointments is shown as instructional academic staff. LTEs, student and unclassified hourly workers are excluded. 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

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Table 2

Headcount of Faculty and 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	2,220
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	238
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	1,982
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	435
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	7,617
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	2,339
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	1,303
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	3,975

Table 2

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 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

Prepared by: Office of Academic Planning and Institutional Research

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Table 2

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

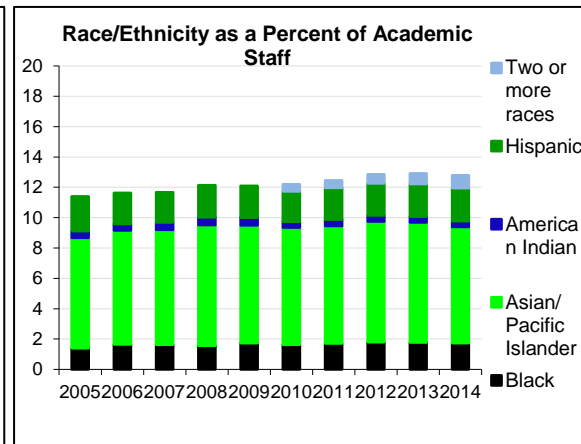
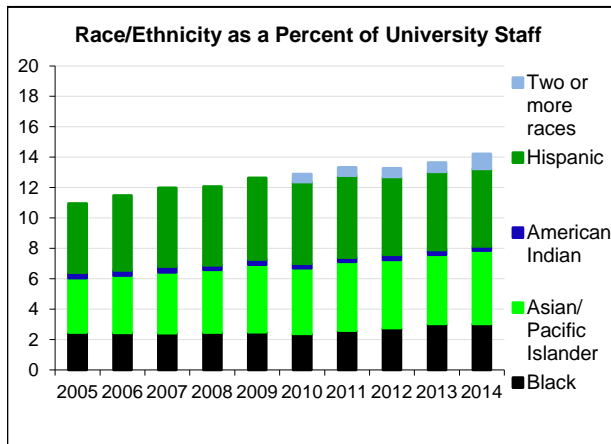
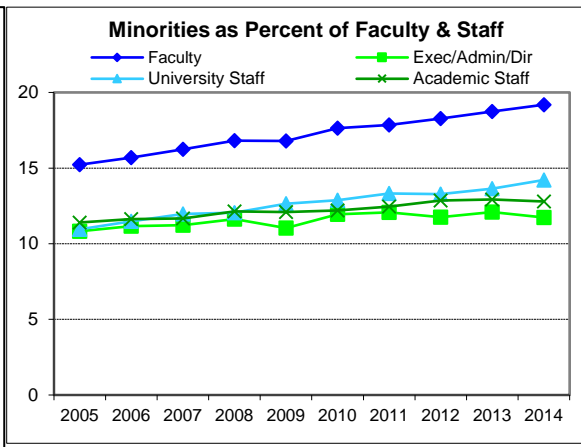
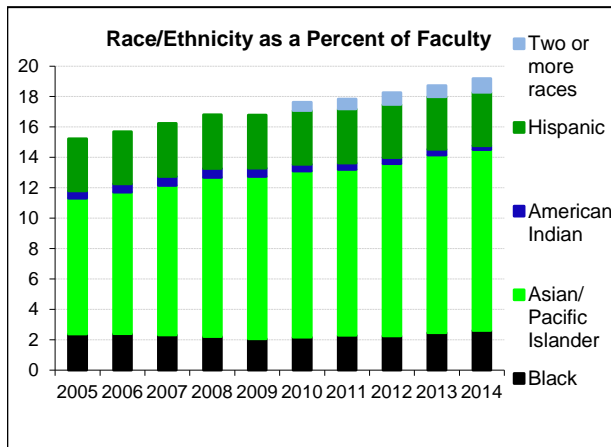
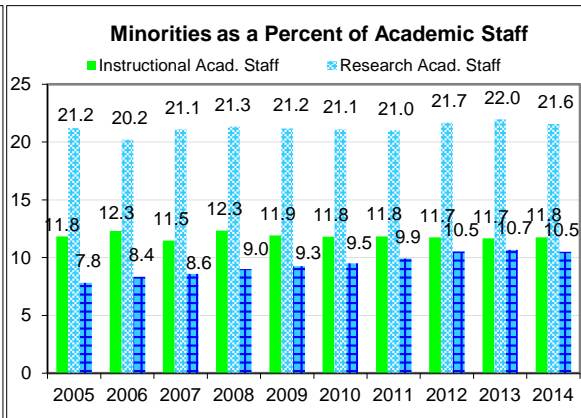
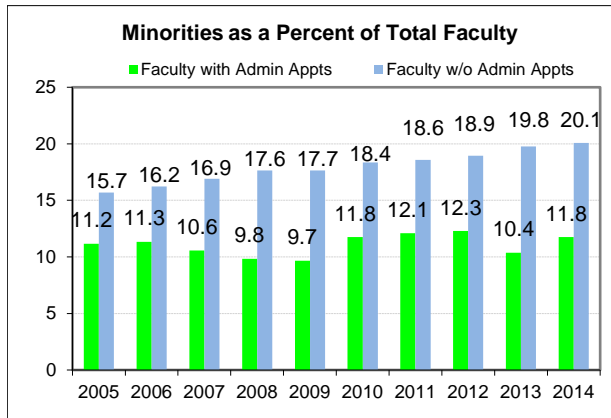


TABLE 3

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

		Executive/	Instructional	Research	Other	Exempt	Non-Exempt	Employes-	Graduate	Total	
		Director/ Faculty Administrator	Academic Staff	Academic Staff	Academic Staff	Classified Staff	Classified Staff				
Women	Black	31	12	12	2	53	6	60	7	81	264
	Asian/Pacific Islander	78	8	79	99	114	34	112	79	537	1,140
	Native American	4	0	5	1	9	0	7	3	8	37
	Hispanic	31	7	28	12	48	10	119	14	137	406
	White	553	184	896	399	2,190	600	1,632	234	1,384	8,072
	Two or more races	11	1	12	2	27	7	24	7	42	133
	Unknown	34	0	61	20	47	8	61	60	111	402
	Total	742	212	1,093	535	2,488	665	2,015	404	2,300	10,454
	Percent Minority	21%	13%	12%	22%	10%	9%	16%	27%	35%	19%
Men	Black	27	10	20	5	40	17	77	2	54	252
	Asian/Pacific Islander	186	2	79	139	74	30	78	158	850	1,596
	Native American	2	1	2	2	10	2	5	2	16	42
	Hispanic	47	8	29	15	33	18	122	23	161	456
	White	1,147	196	1,011	569	1,290	790	1,315	241	1,749	8,308
	Two or more races	9	2	9	4	10	6	15	7	39	101
	Unknown	60	4	96	34	30	13	102	90	158	587
	Total	1,478	223	1,246	768	1,487	876	1,714	523	3,027	11,342
	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	21,796	
<i>Percent Women</i>	33%	49%	47%	41%	63%	43%	54%	44%	43%	48%	
<i>Percent Minority</i>	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.

TABLE 4

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

	Executive/	Instructional	Research	Other	Exempt	Non-Exempt	Employes-	Graduate	Total	
	Director/ Faculty Administrator	Academic Staff	Academic Staff	Academic Staff	Classified Staff	Classified Staff				
Black	56	22	32	6	91	23	134	8	119	491
Asian/Pacific Islander	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										
Alien	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. Individuals with a non-permanent Visa status, regardless of race or ethnic heritage, are reported as Nonresident Alien.

Prepared by: Office of Academic Planning and Institutional Research

April 2015

Table 7

Women in Science Faculty Hires at UW Madison 1982-83 through 2014-15

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%

Notes: Data for 2014-15 is 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. Discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Table 8
Minority Faculty Hires at UW Madison 1982-83 through 2014-15

Year of Hire	Total Faculty Hired	Minority Faculty Hired						Percent Minority	Non-Asian Minority
		Total	Black	American Indian	Hispanic	Two or More Races	Asian		
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%

*Due to changes in the collection process, race/ethnicity information is missing for 25% of faculty hired in 2011-12 and over 10% missing for subsequent years.

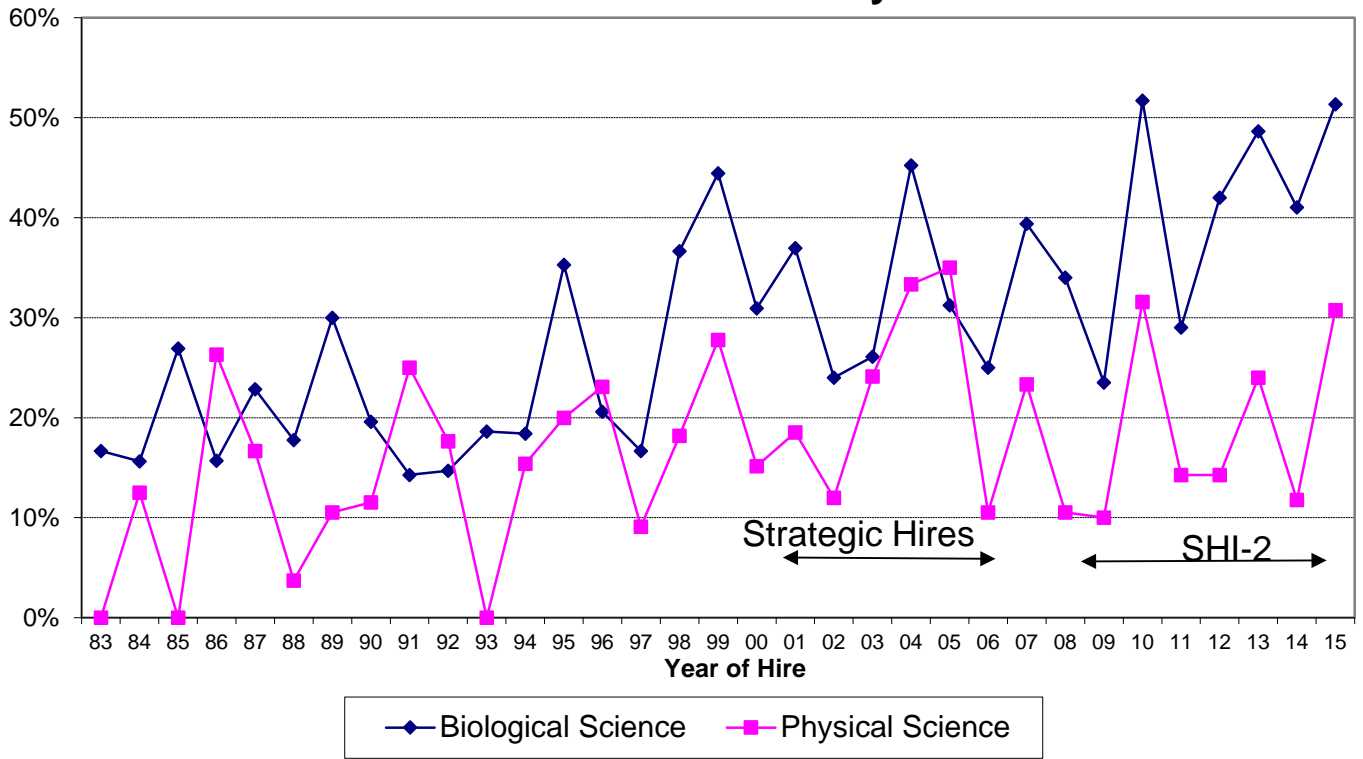
Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. Faculty transferred from UW-Extension in 1985-86 are not counted as new hires for this table. Data collection for race/ethnicity changed in 2010: see notes for Table 2.

Prepared by: Office of Academic Planning and Institutional Research

09/01/15

UW-Madison Faculty Hires - 1982-83 through 2014-15, Continued

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



UW-Madison Faculty Hires by Minority Status

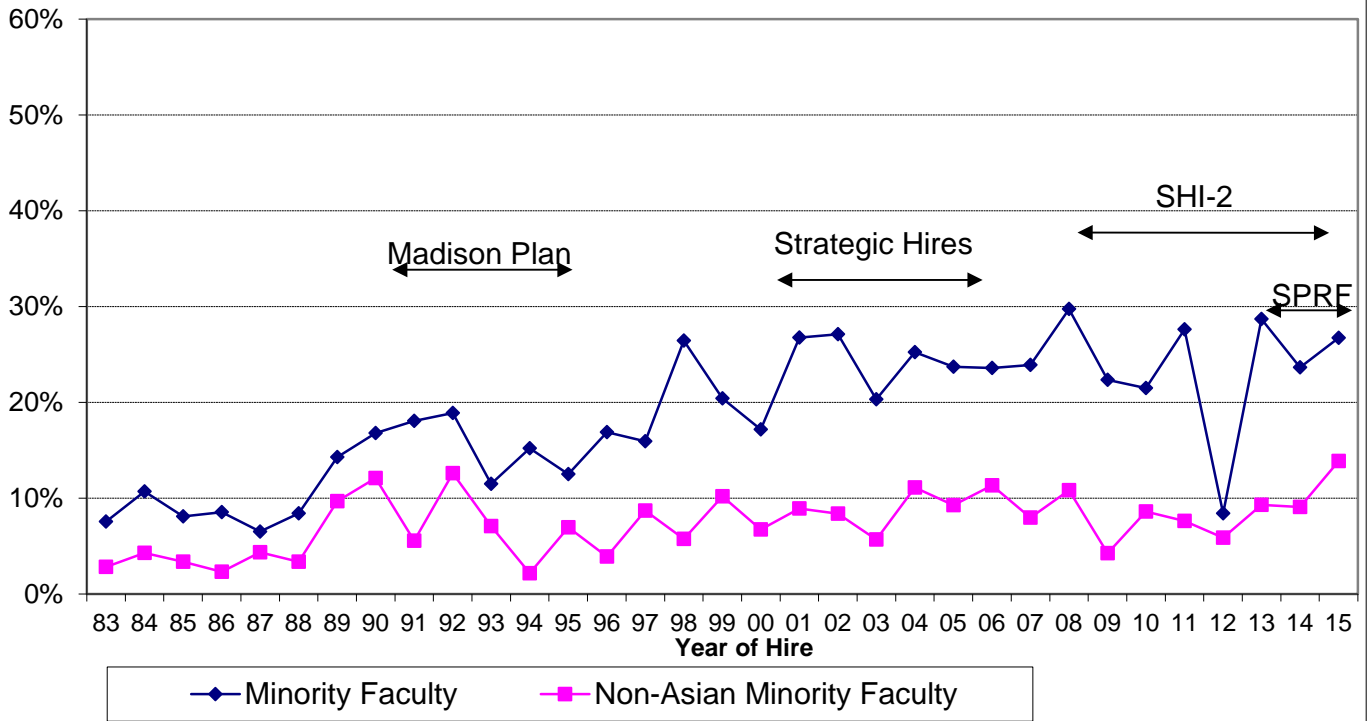


Table 7

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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%

Notes: Data for 2014-15 is 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. Discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Table 8
Minority Faculty Hires at UW Madison 1982-83 through 2014-15

Year of Hire	Total Faculty Hired	Minority Faculty Hired						Two or More Races	Percent Minority	Non-Asian Minority
		Total	Black	American Asian	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%	

*Due to changes in the collection process, race/ethnicity information is missing for 25% of faculty hired in 2011-12 and over 10% missing for subsequent years.

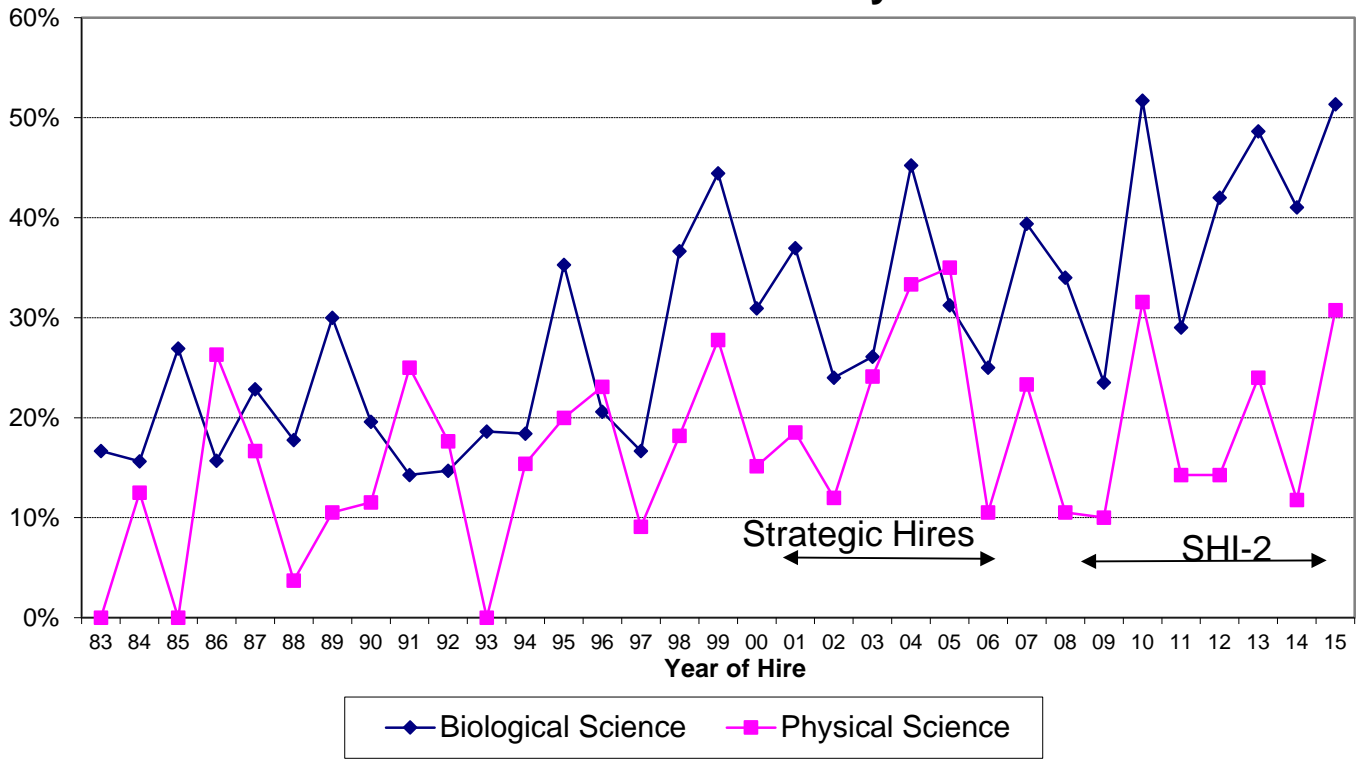
Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. Faculty transferred from UW-Extension in 1985-86 are not counted as new hires for this table. Data collection for race/ethnicity changed in 2010: see notes for Table 2.

Prepared by: Office of Academic Planning and Institutional Research

09/01/15

UW-Madison Faculty Hires - 1982-83 through 2014-15, Continued

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



UW-Madison Faculty Hires by Minority Status

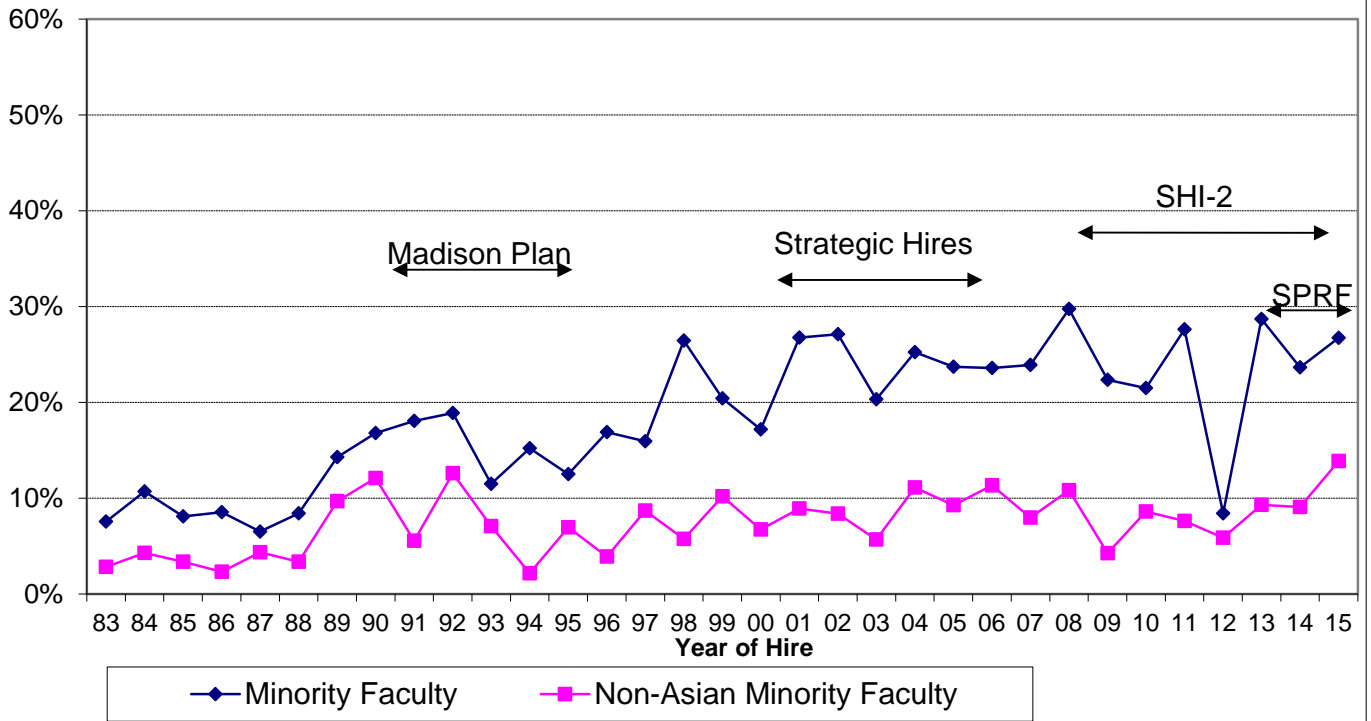


TABLE 9

Faculty Tenure Promotions by Gender

Entering Cohort	Women					Men				
	Total Hired	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	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 2008-09 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1999-00 and 2006-07 were promoted after 9 years (not shown).

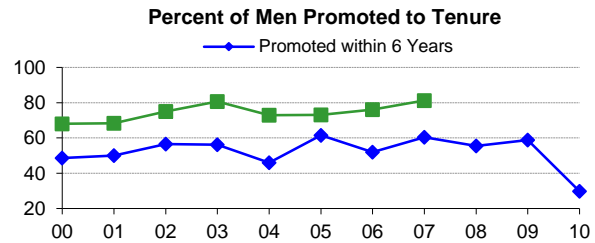
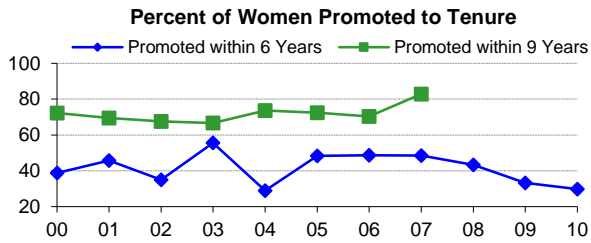


TABLE 10

Faculty Tenure 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					71			49		74

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2009-10 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, or two or more races. Five faculty hired between 1999-00 and 2006-07 were promoted after 9 years (not shown).

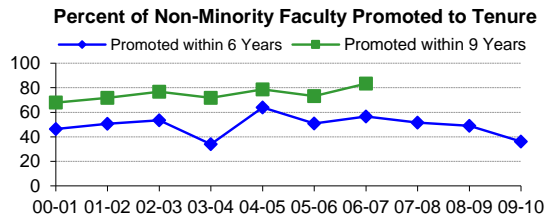
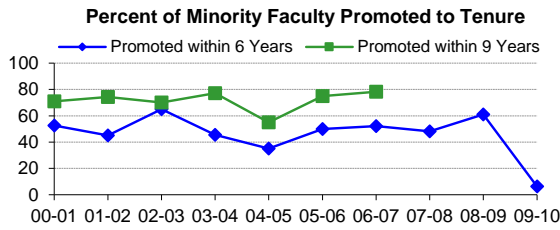


TABLE 11

Faculty Promotions to Tenure by Gender and 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 Note: 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 choose not to report race or ethnicity are reported as non-minority. Eight faculty hired between 1993-94 and 2006-07 still held probationary appointments after 9 years and were subsequently promoted (not shown).

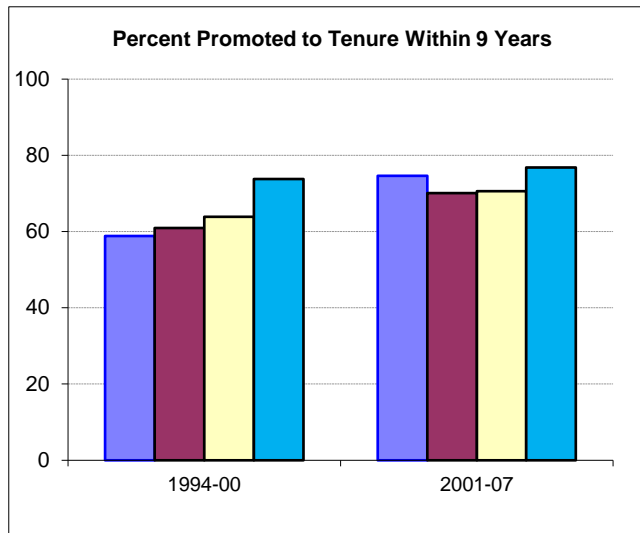
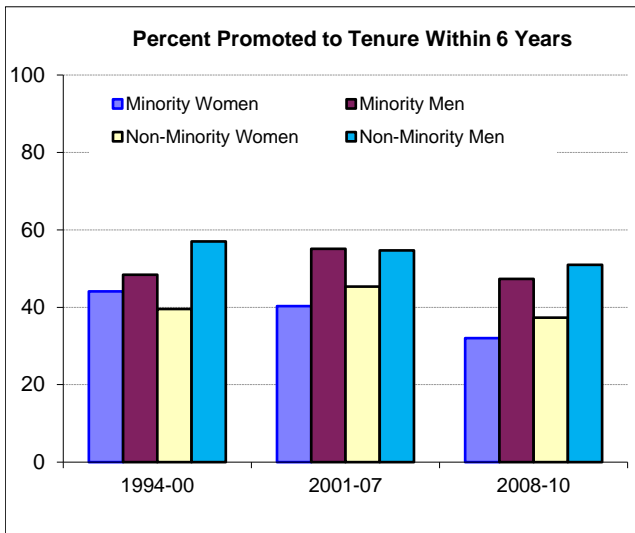


TABLE 12

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
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 2007-08 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Five faculty hired between 1998-99 and 2006-07 were promoted after 9 years (not shown). Faculty hired in

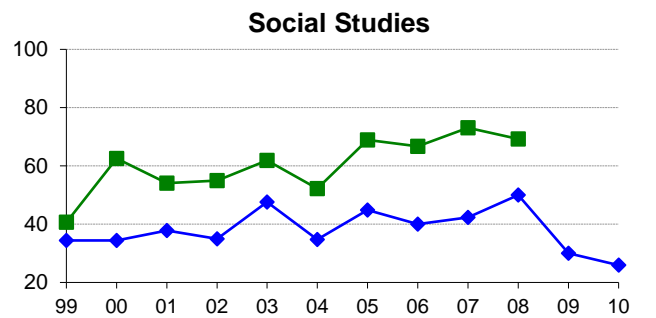
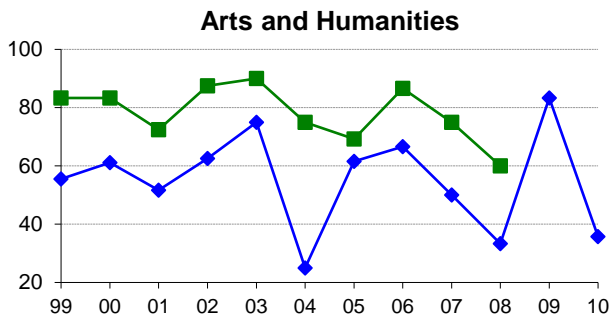
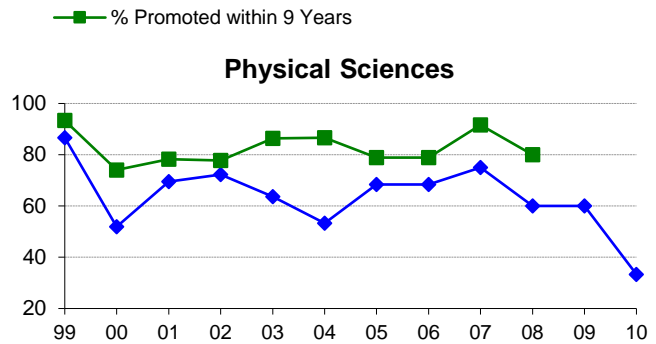
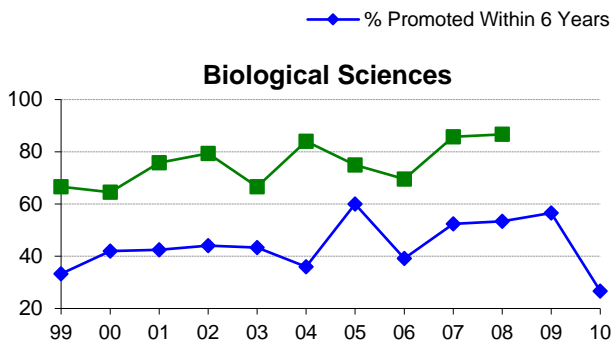


TABLE 13

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 1992-93 and 2006-07 still held probationary appointments after 9 years and were subsequently tenured (not reported as tenured here).

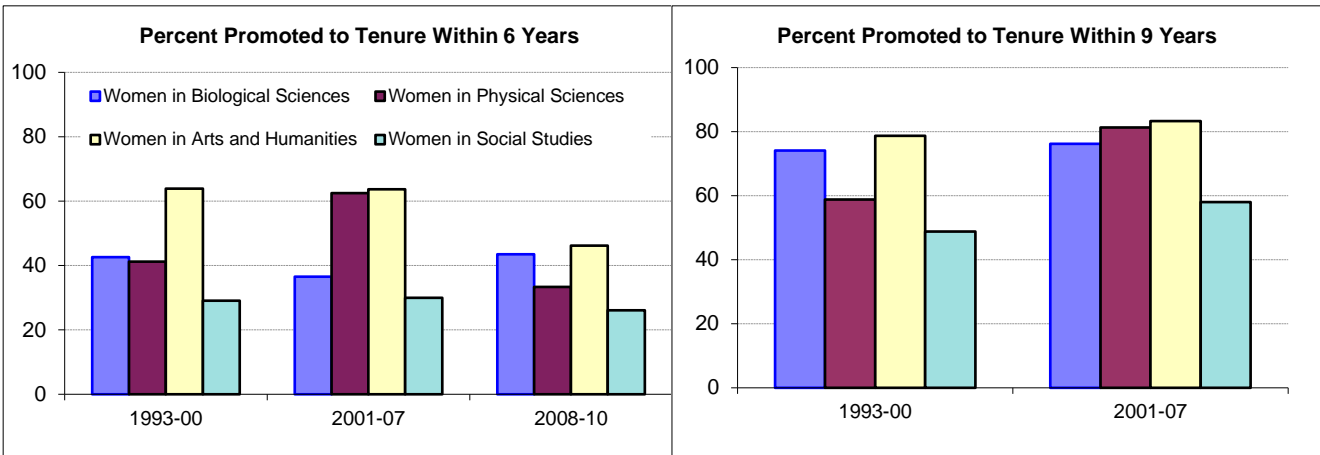


TABLE 13

Faculty Promotions to Tenure by Gender and Divisional Affiliation (continued)

Year of Hire	Men in Biological Sciences					Men 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	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				
	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	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 1992-93 and 2006-07 still held probationary appointments after 9 years and were subsequently tenured (not reported as tenured here).

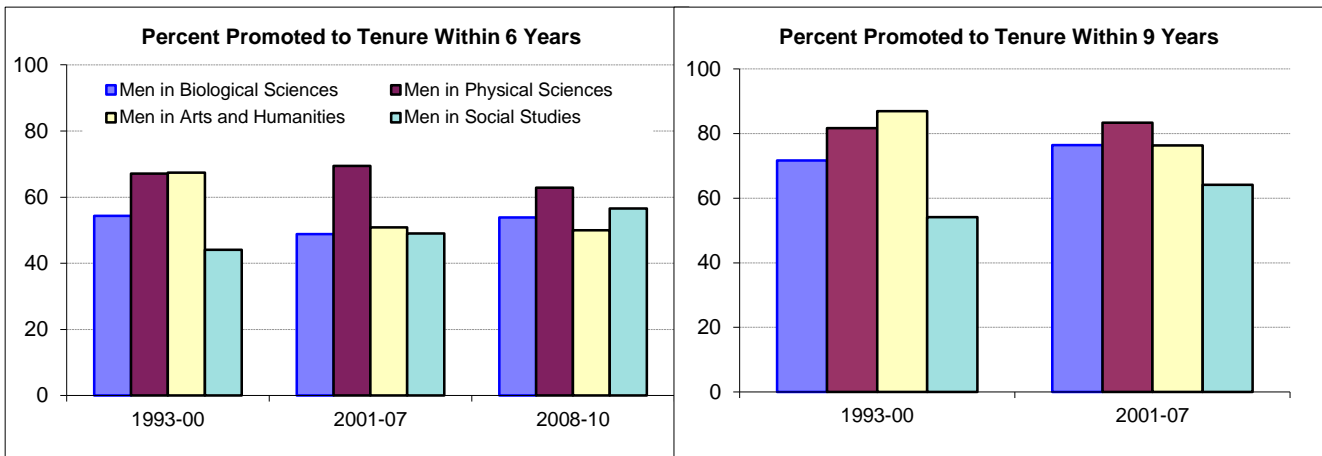


Table 14

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 and Institutional Research

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Table 15

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%

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.

SOURCE: IADS and HRS EPM OCTJOB as of October

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

Table 16

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

	2002-03		2011-12		2012-13		2013-14		2014-15		
	# Dept Chair & Acad Prog Drs	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Drs	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Drs	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Drs	Chair/ APD as % of Profs	# of Full Profs	# Dept Chair & Acad Prog Drs	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 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.

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

08/27/15

Table 17

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

	2002-03		2011-12		2012-13		2013-14		2014-15		
	# Dept Chair & Acad Prog Drs	Chair, APD as % of Profs	# Dept Chair & Acad Prog Drs	Chair, APD as % of Profs	# Dept Chair & Acad Prog Drs	Chair, APD as % of Profs	# Dept Chair & Acad Prog Drs	Chair, APD as % of Profs	Number of Full Profs	# Dept Chair & Acad Prog Drs	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 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.

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8/27/15