



September 5, 2018

MEMORANDUM

To: Members of the Committee on Women in the University

From: Margaret Harrigan

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

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

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

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

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

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

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

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

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

Table 5: Faculty Headcount by Rank and Gender

Table 6: Faculty Headcount by Rank and Race/Ethnicity

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

Table 7: Faculty Promotions to Tenure by Gender

Table 8: Faculty Promotions to Tenure by Minority Status

Table 9: Faculty Promotions to Tenure by Divisional Committee Affiliation

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

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

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

Additional Faculty Analysis

New Faculty Hires

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

Table A-1: Women Faculty Hires by Science Category

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

Table A-2: Faculty Hires by Race/Ethnicity

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

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

Tenure and Attrition Rates for Tenure-Track Faculty

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

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

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

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

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

- Tenure rates differ by divisional affiliation: 62% of Social Sciences probationary faculty achieved tenure within 9 years, compared to 78-81% of faculty in the other divisions² (Table A-6). A higher proportion of Social Sciences faculty leave early in the probationary period. Over 14% of Social Sciences faculty had left by the end of the fifth year, compared to 9-10% in the other divisions. By the end of the sixth year, 18% of Social Sciences faculty and 11% of other faculty had left.
- Tables A-7 through A-10 show differences in tenure outcomes for men and women separately for each division. Over the period 2001-02 to 2014-15, tenure and attrition rates between men and women are similar for faculty in Arts and Humanities. Women and men in Social Sciences are equally likely to leave without tenure. On average, women in Social Sciences are more likely to receive tenure clock extensions and earn tenure somewhat later than men. Tenure rates for men and women in the Biological Sciences are also similar over this period.
- Few women were hired as tenure-track faculty in the Physical Sciences during the period analyzed (on average, four per year). Although women in Physical Sciences are somewhat less likely to receive tenure (75% of women and 83% of men were tenured within ten years), the difference in tenure and attrition rates between men and women is not statistically significant.

Attachments

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

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

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

Technical Notes:

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

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

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

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

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

Table 1

Headcount of Faculty and Staff by Gender

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

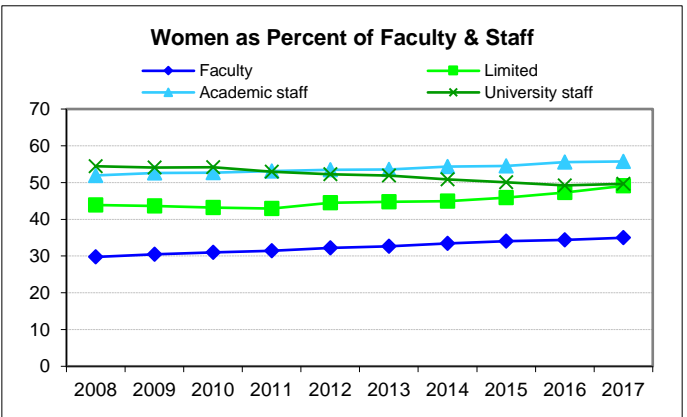
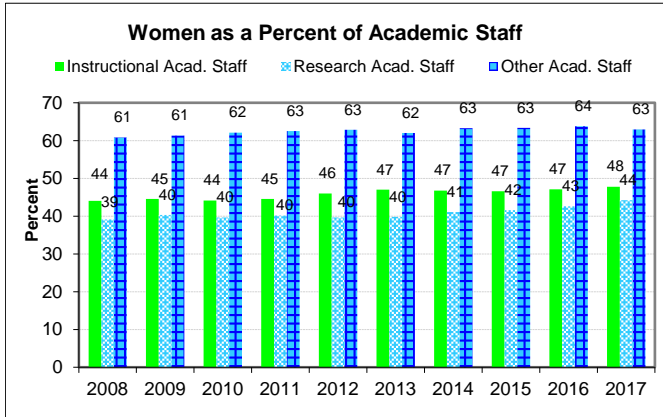
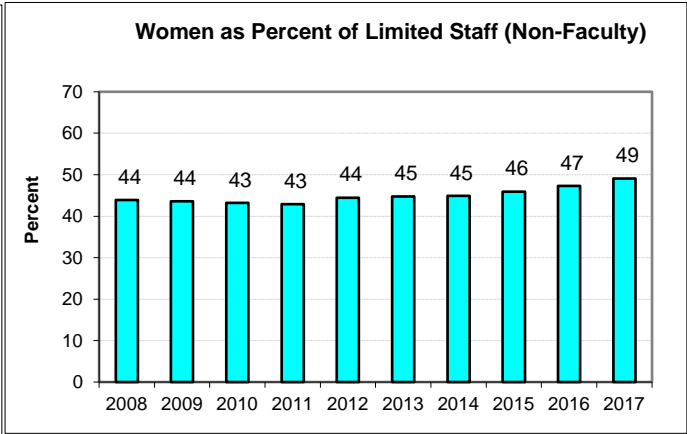
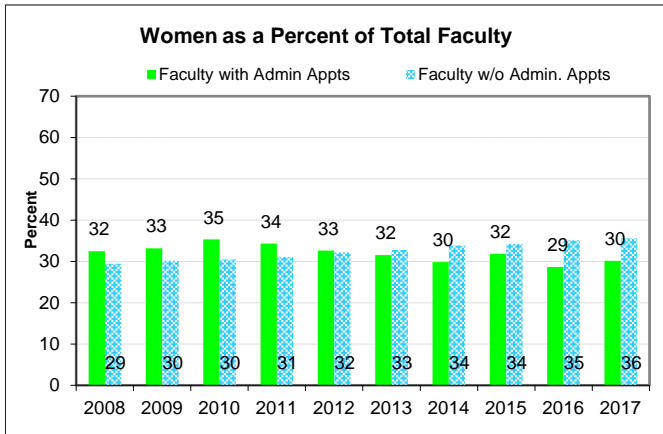
Source: October IADS and HRS data.

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

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

Table 1

Headcount of Faculty and Staff by Gender (continued)



Source: October IADS and HRS data.

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

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

04/16/18

Table 2

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

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

Table 2

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

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

Source: October IADS and HRS data.

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

Prepared by: Office of Academic Planning and Institutional Research

Table 2

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

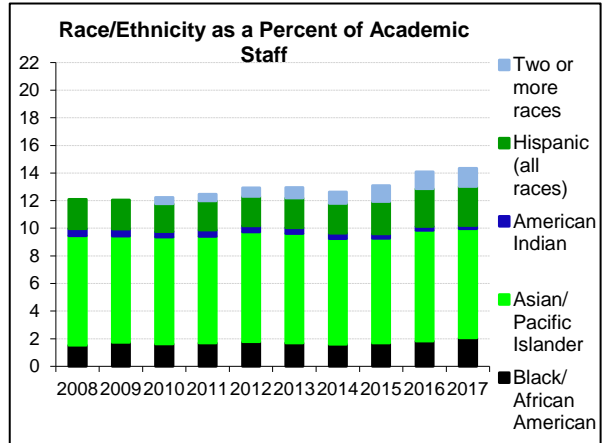
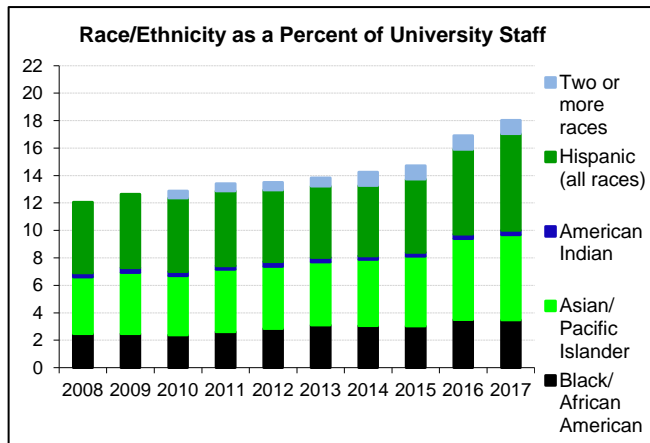
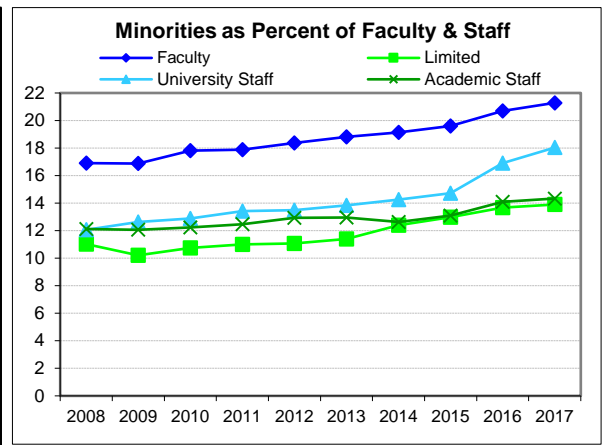
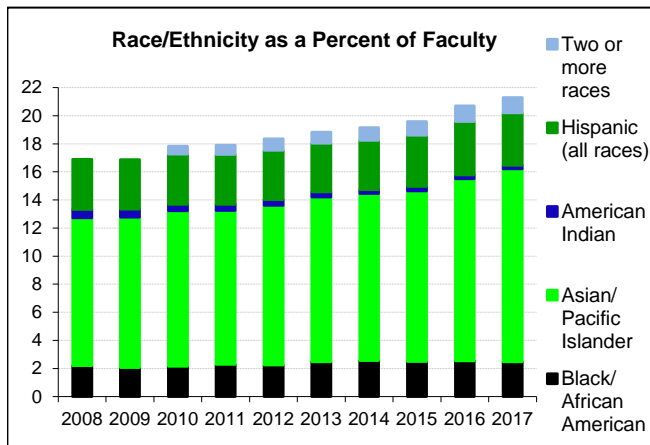
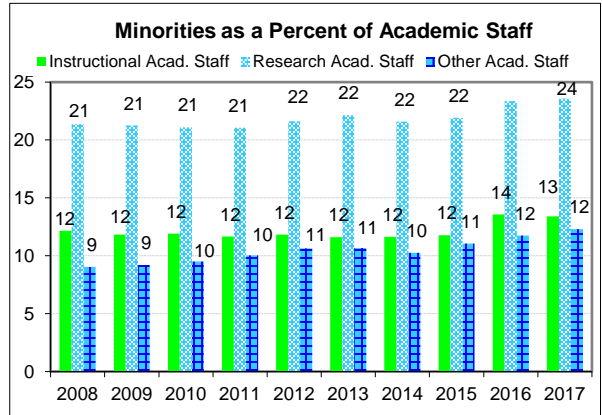
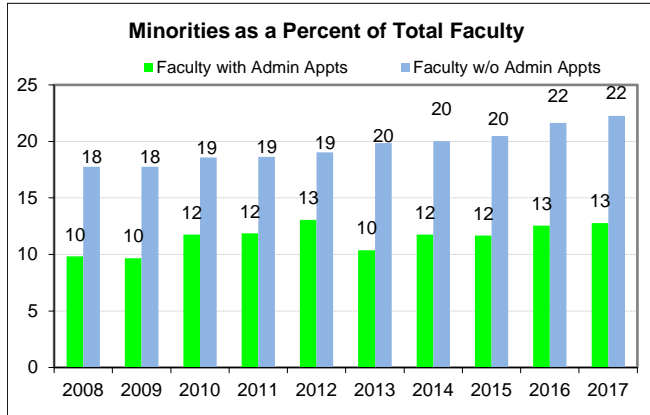


TABLE 3

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

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

Source: October HRS data.

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

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

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

TABLE 4

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

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

Source: October HRS data.

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

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

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

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

Prepared by: Office of Academic Planning and Institutional Research

Table 5

Faculty Headcount by Rank and Gender

		1987	1995	2000	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Professor	Women	140	181	233	307	312	324	322	329	338	363	370	365	367
	Men	1,366	1,248	1,127	987	969	959	922	942	952	961	944	926	902
	Total	1,506	1,429	1,360	1,294	1,281	1,283	1,244	1,271	1,290	1,324	1,314	1,291	1,269
	% Women	9%	13%	17%	24%	24%	25%	26%	26%	26%	27%	28%	28%	29%
Associate Professor	Women	79	135	125	151	153	157	163	172	171	160	168	177	180
	Men	292	319	266	278	281	290	269	249	249	253	240	230	229
	Total	371	454	391	429	434	447	432	421	420	413	408	407	409
	% Women	21%	30%	32%	35%	35%	35%	38%	41%	41%	39%	41%	43%	44%
Assistant Professor	Women	137	146	161	190	198	192	186	199	205	219	212	199	199
	Men	342	253	262	265	262	254	273	282	274	264	271	257	256
	Total	479	342	342	342	342	342	342	342	342	342	342	342	342
	% Women	29%	59%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
Instructor	Women	2	0	0	0	0	1	0	0	0	0	0	0	0
	Men	2	0	0	0	0	0	0	0	0	0	0	0	0
	Total	4	0	0	0	0	1	0	0	0	0	0	0	0
Total Faculty	Women	358	462	519	648	663	674	671	700	714	742	750	741	746
	Men	2,002	1,820	1,655	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413	1,387
	Total	2,360	2,282	2,174	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154	2,133
	Women as % of Total	15.2	20.2	23.9	29.8	30.5	31.0	31.4	32.2	32.6	33.4	34.0	34.4	35.0

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

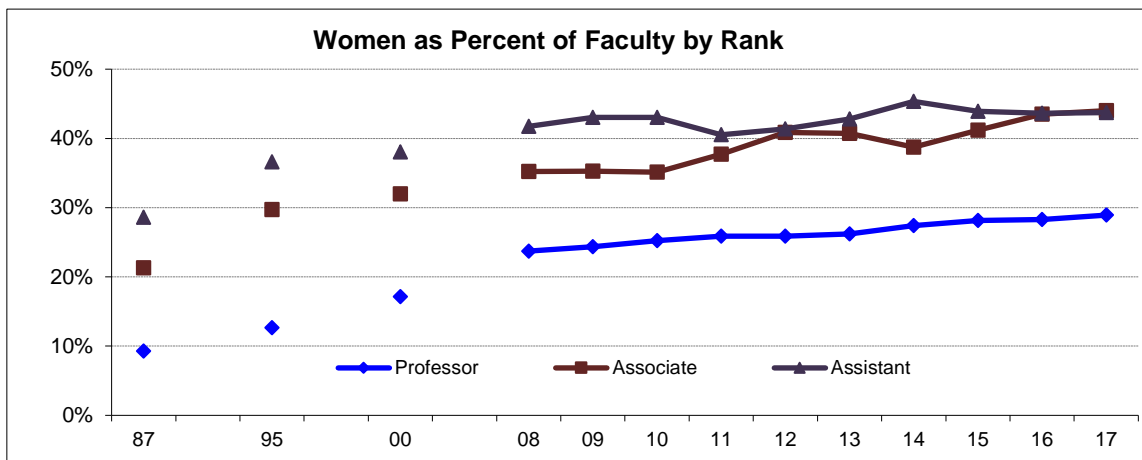


Table 6

Faculty Headcount by Rank and Race/Ethnicity

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

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

Table 6

Faculty Headcount by Rank and Race/Ethnicity (continued)

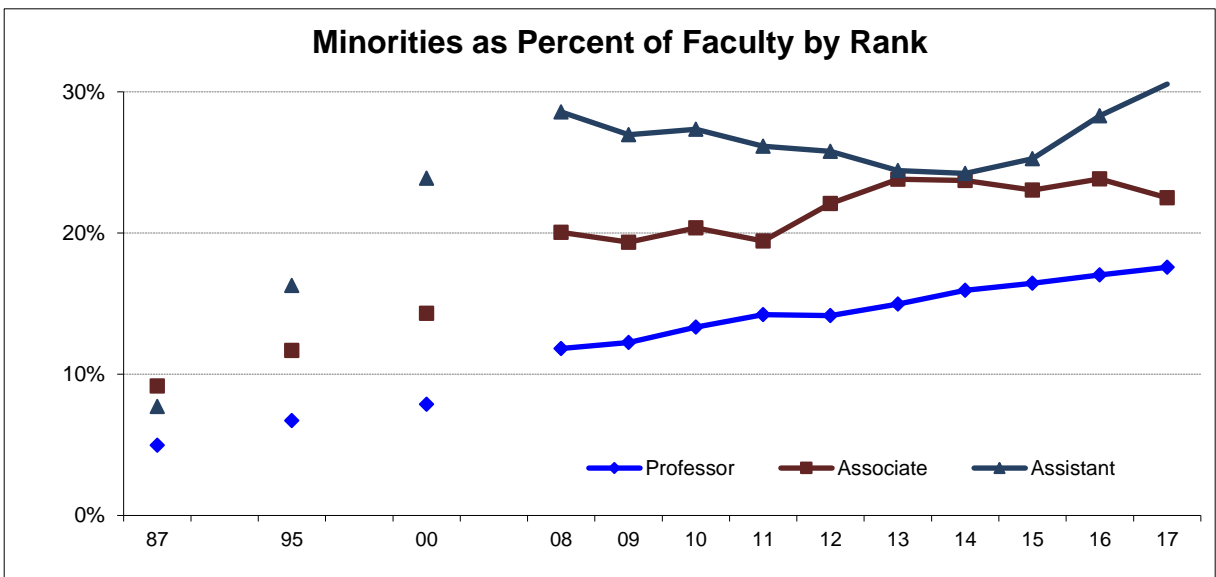
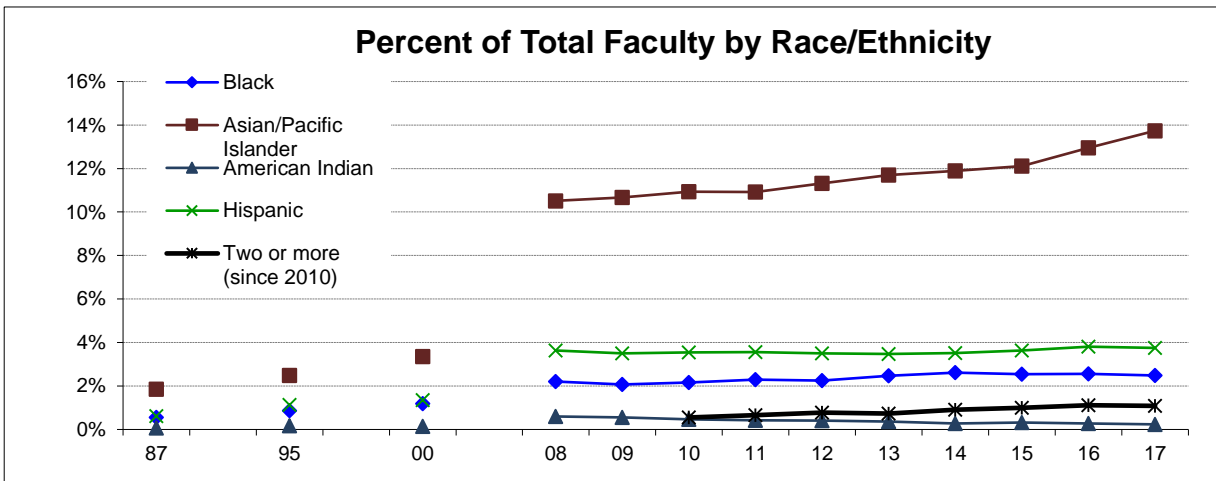


Table 7

Faculty Tenure Promotions by Gender

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

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

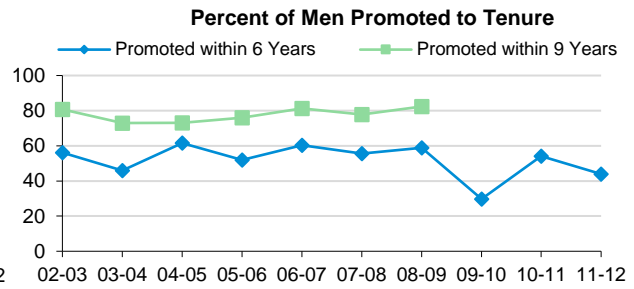
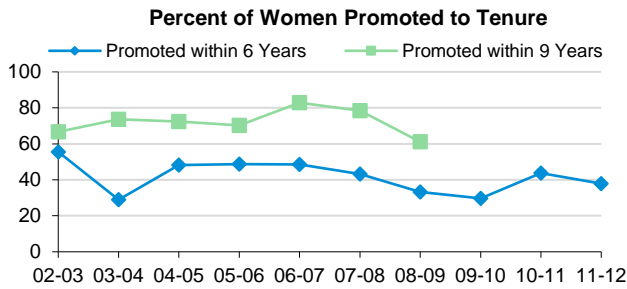


Table 8

Faculty Tenure Promotions by Minority Status

Entering Cohort	Minority					Non-Minority				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Probationary	Still	Still		Promoted	Probationary	Promoted	Probationary
2002-03	20	65	10	70	5	73	53	29	77	1
2003-04	22	45	41	77	0	53	34	47	72	0
2004-05	20	35	30	55	0	61	64	20	79	0
2005-06	20	45	35	75	0	67	52	33	73	3
2006-07	23	52	43	78	0	60	57	35	83	2
2007-08	30	47	47	80	0	61	52	33	77	0
2008-09	18	61	28	78	0	51	49	31	76	2
2009-10	17	6	65			57	37	35		
2010-11	27	44	33			53	53	32		
2011-12	13	46	46			81	41	44		
Average		40	33	74	1		49	34	77	1

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

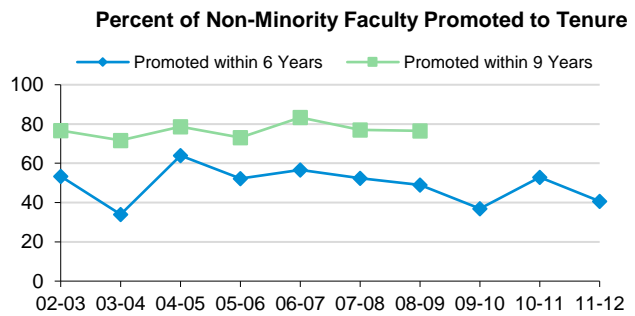
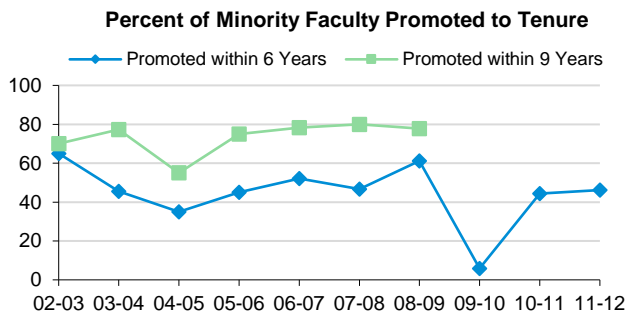


Table 9

Faculty Tenure Promotions by Divisional Committee Affiliation

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

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

Faculty Tenure Promotions by Divisional Committee Affiliation

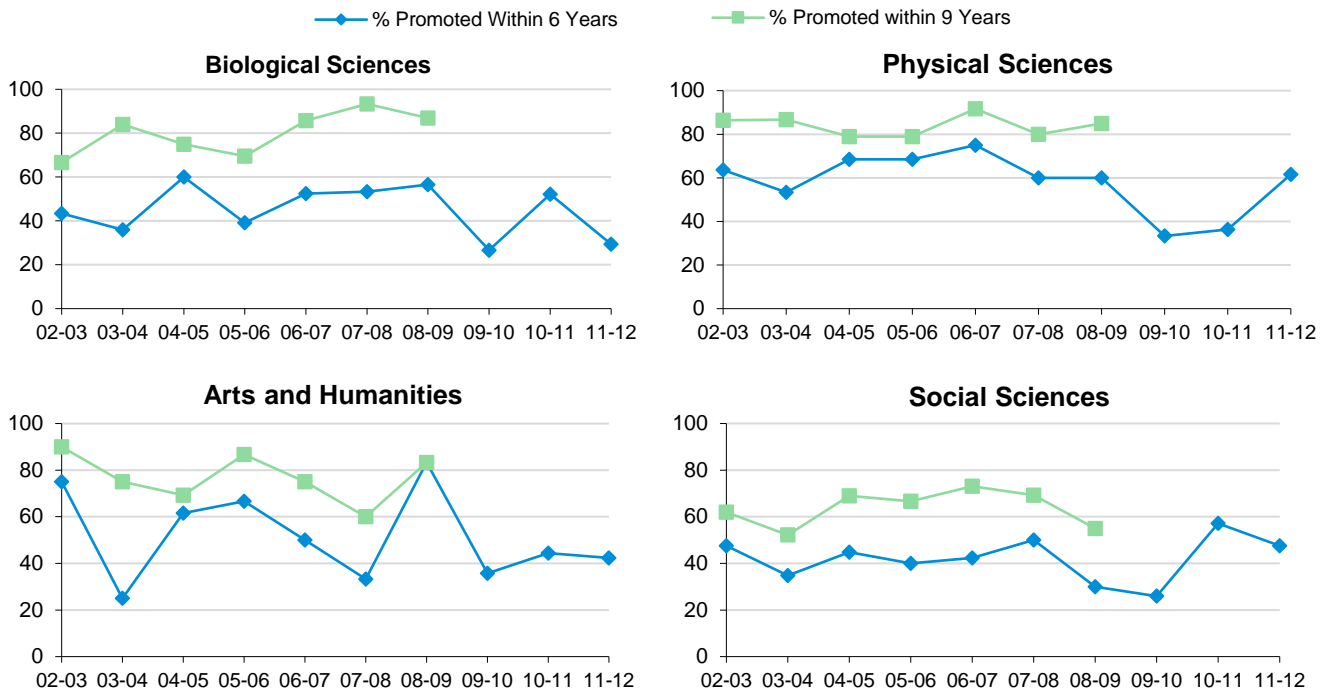


Table A-1

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

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

^ Preliminary data.

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

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

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

[^]Preliminary data.

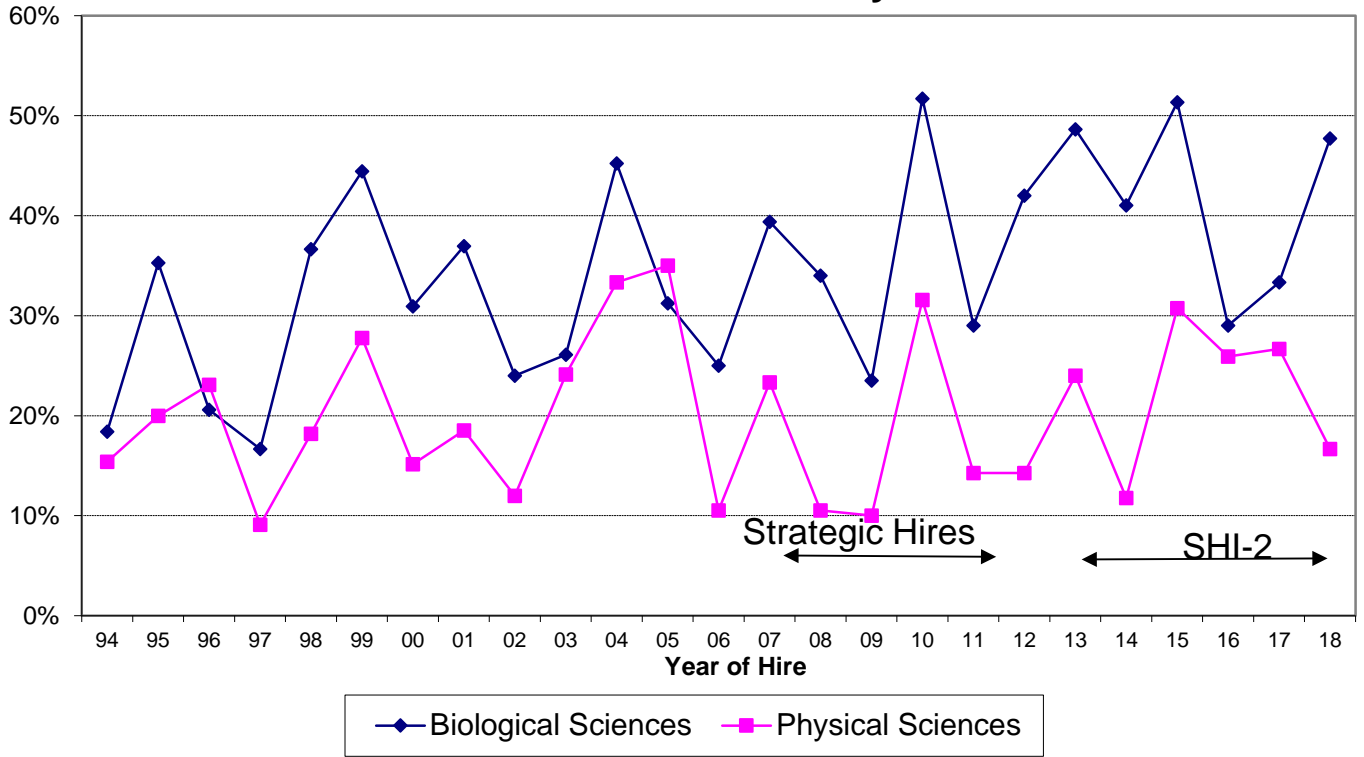
Notes: New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. Faculty transferred from UW-Extension in 1985-86 are not counted as new hires for this table. Data collection for race/ethnicity changed in 2010: see notes for Table 2.

Prepared by: Office of Academic Planning and Institutional Research

04/18/18

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

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



UW-Madison Faculty Hires by Minority Status

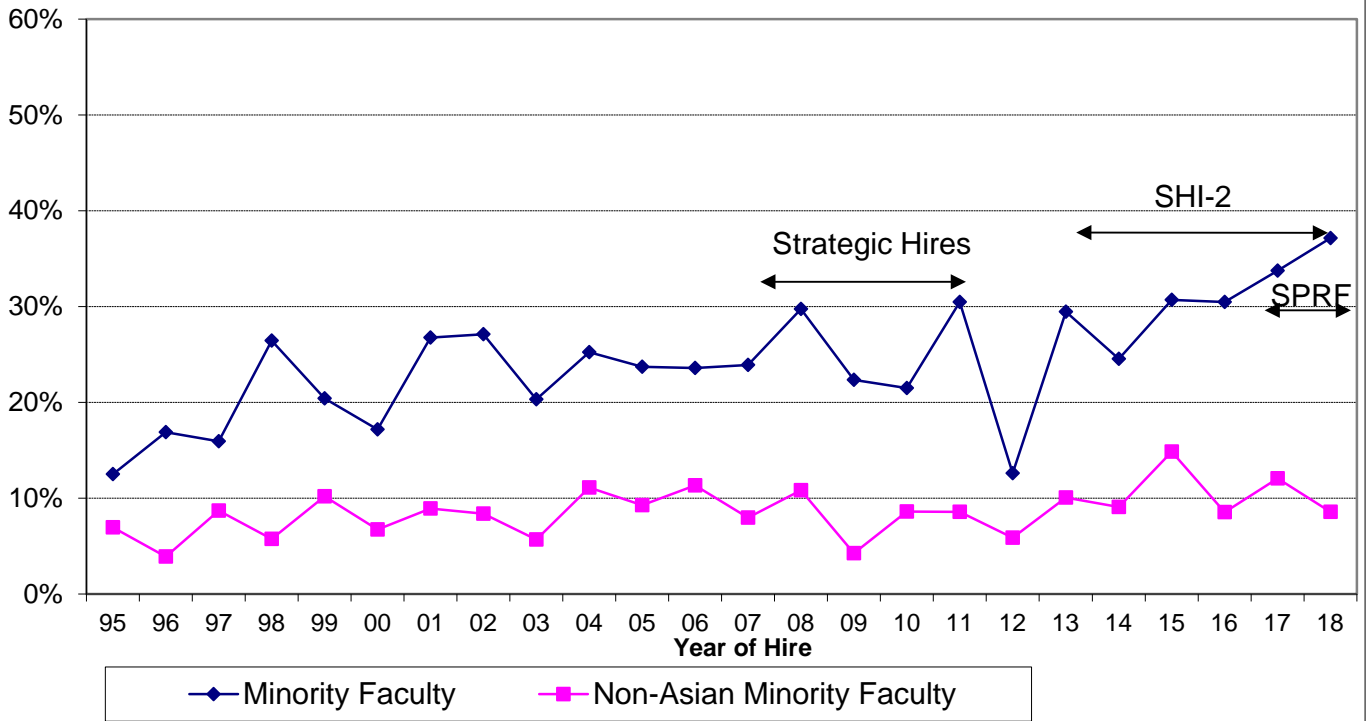
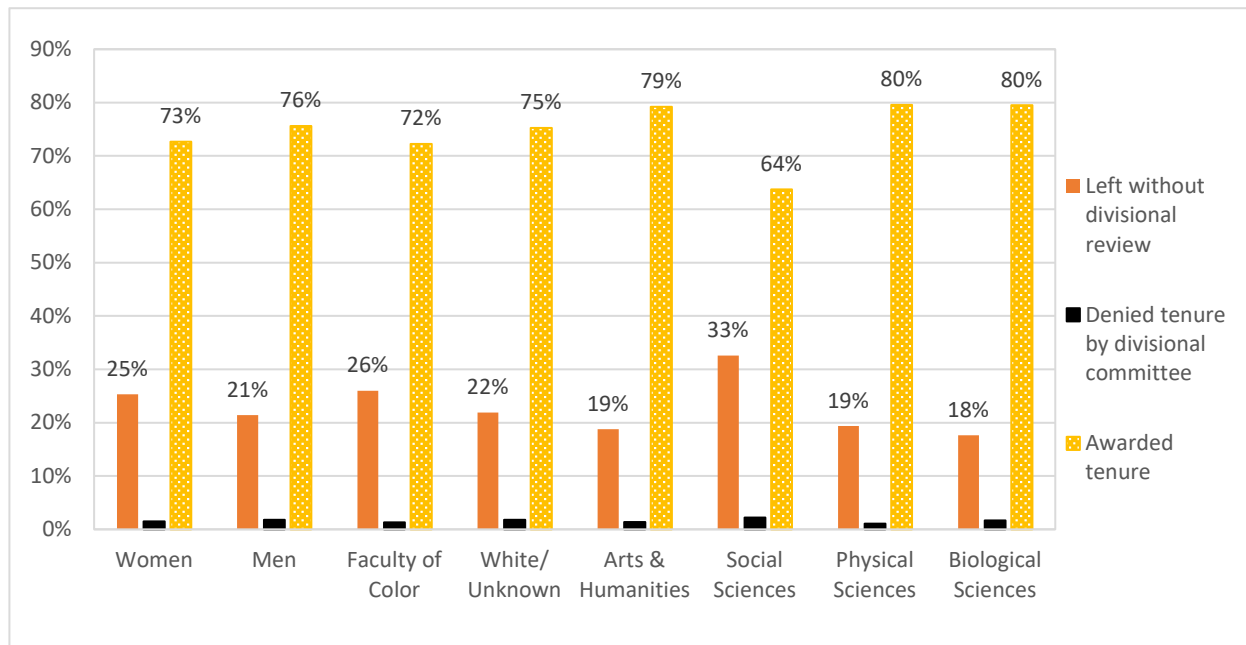


Table A-3

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

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



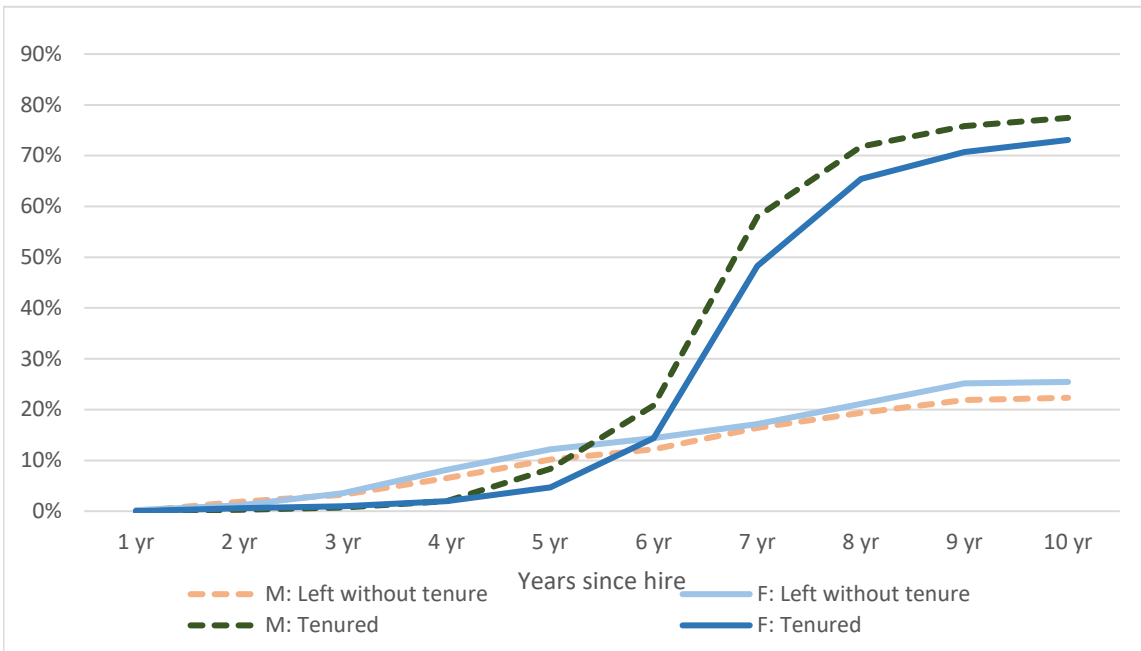
SOURCE: IADS and HRS tenure data., Secretary of the Faculty records of divisional committee reviews.

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

Table A-4

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

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



SOURCE: IADS and HRS tenure data.

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

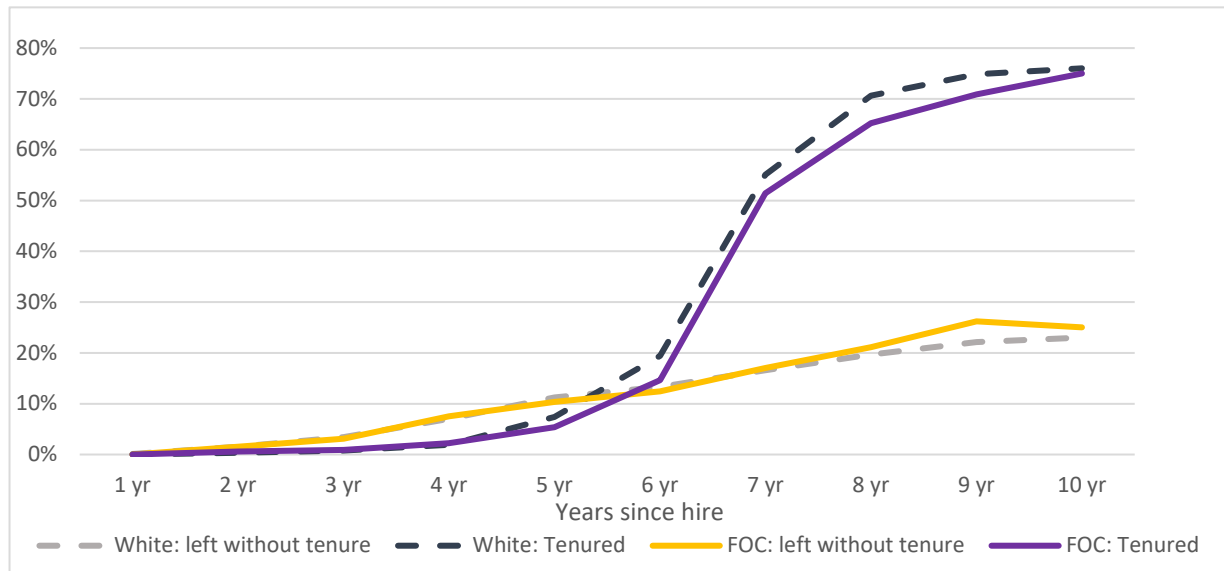
Prepared by: Office of Academic Planning and Institutional Research (mh)

5/31/2018

Table A-5

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

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



SOURCE: IADS and HRS tenure data.

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

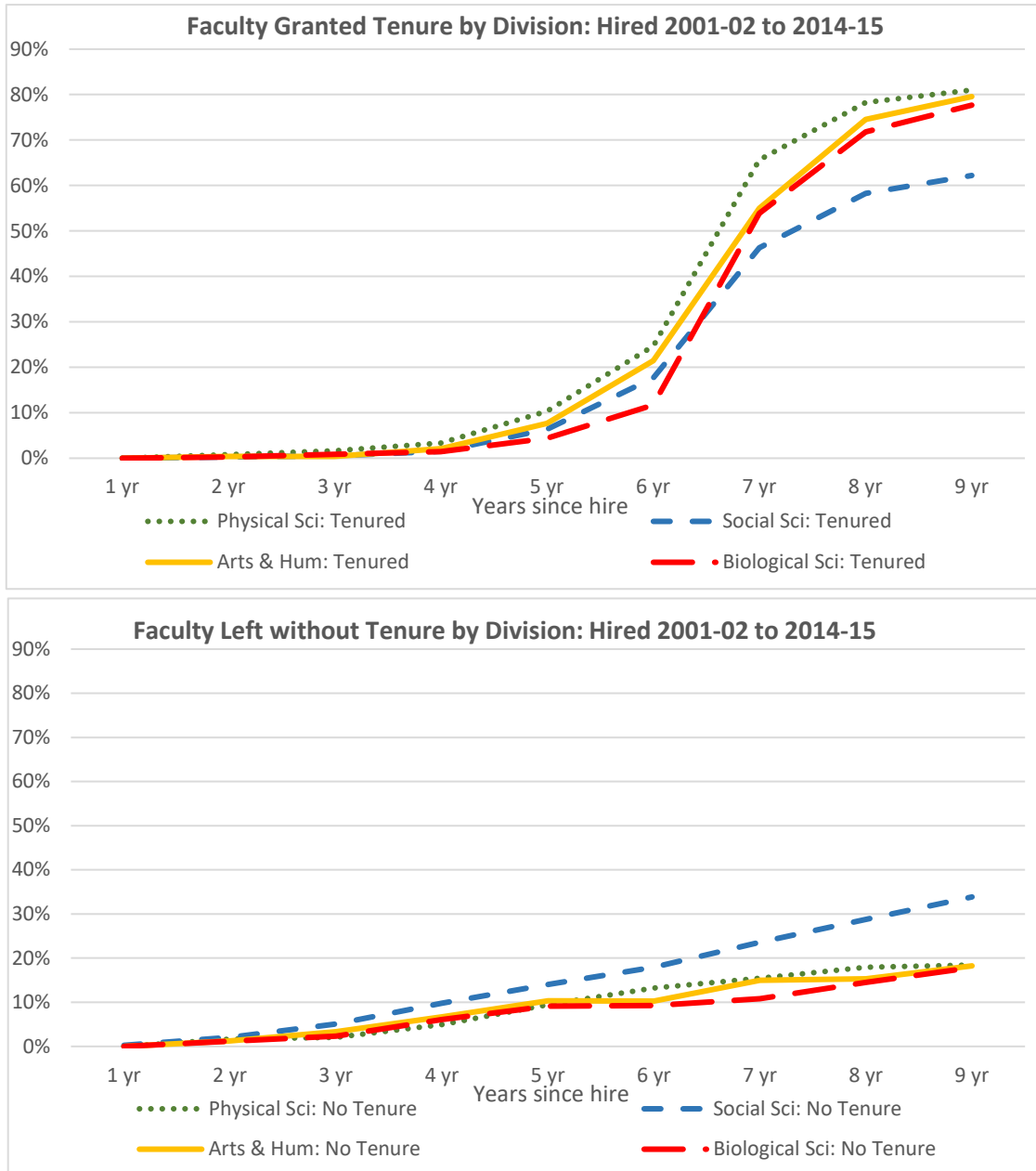
Table A-6

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

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

Table A-6 Continued

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



SOURCE: IADS and HRS tenure data.

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

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

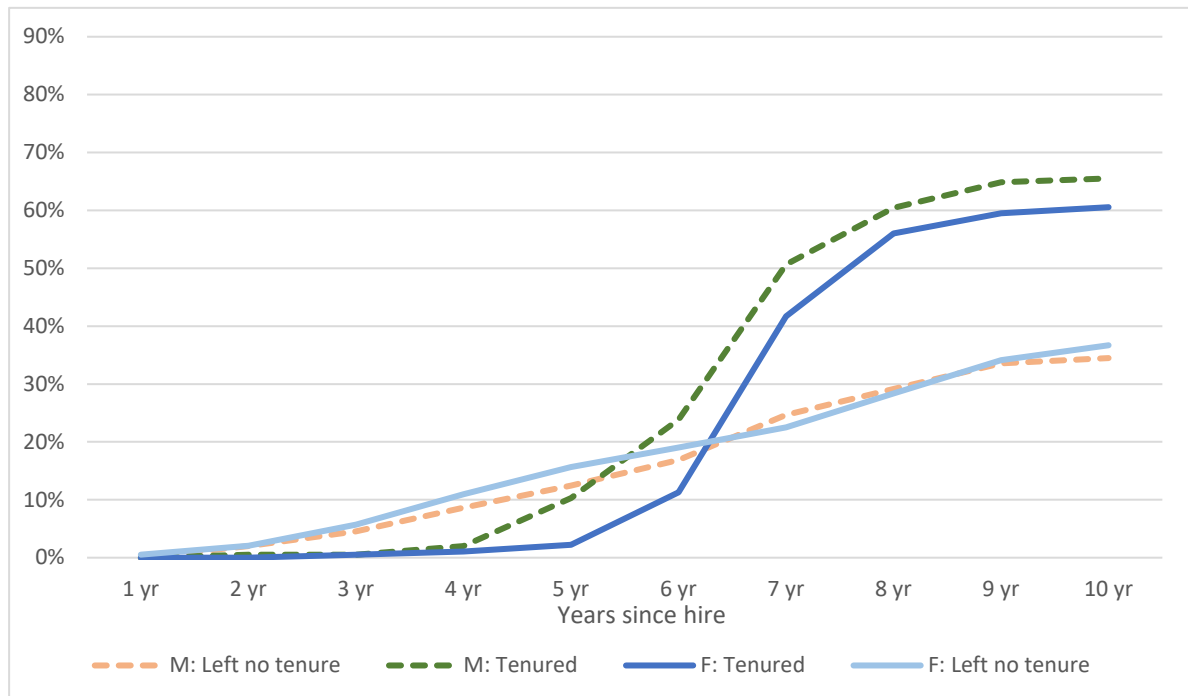
5/31/2018

Table A-7

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

Percent in Tenure Status by Years Since Hire:

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



SOURCE: IADS and HRS tenure data.

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

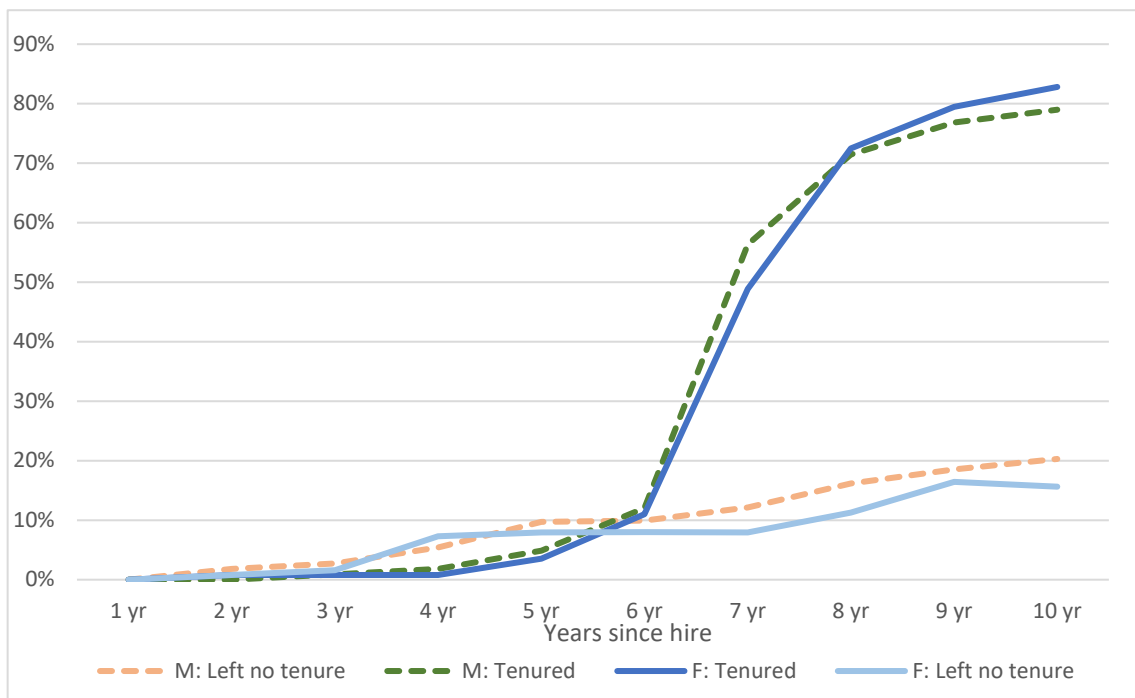
Prepared by: Office of Academic Planning and Institutional Research (mh)

5/31/2018

Table A-8

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

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



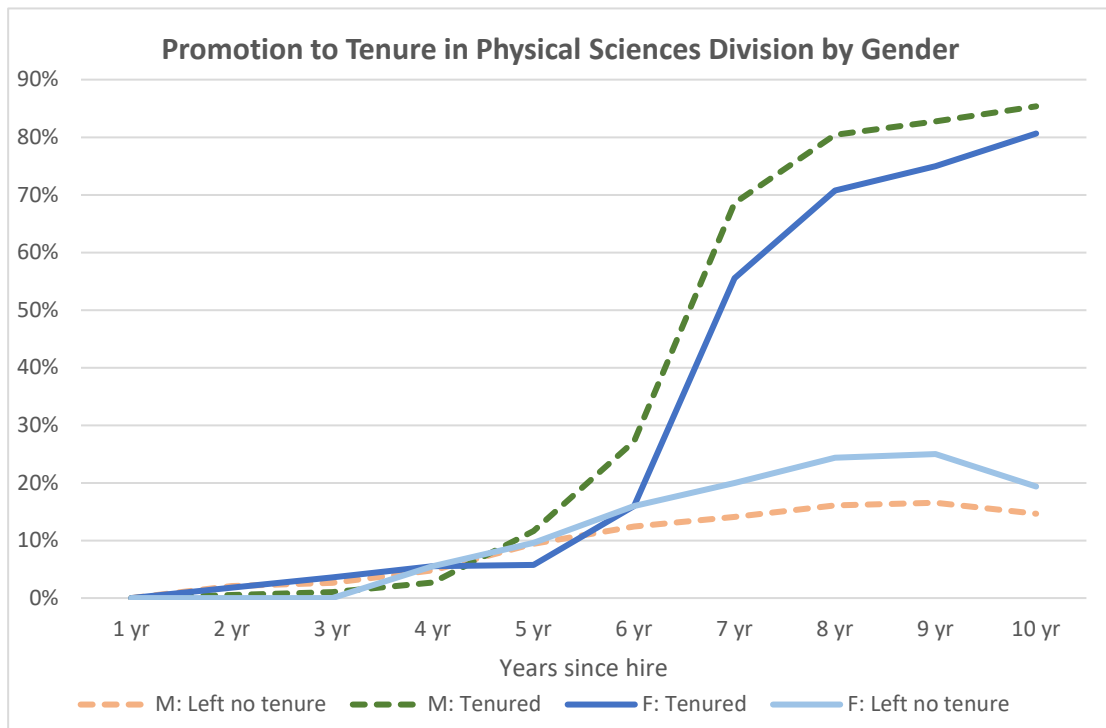
SOURCE: IADS and HRS tenure data.

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

Table A-9

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

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



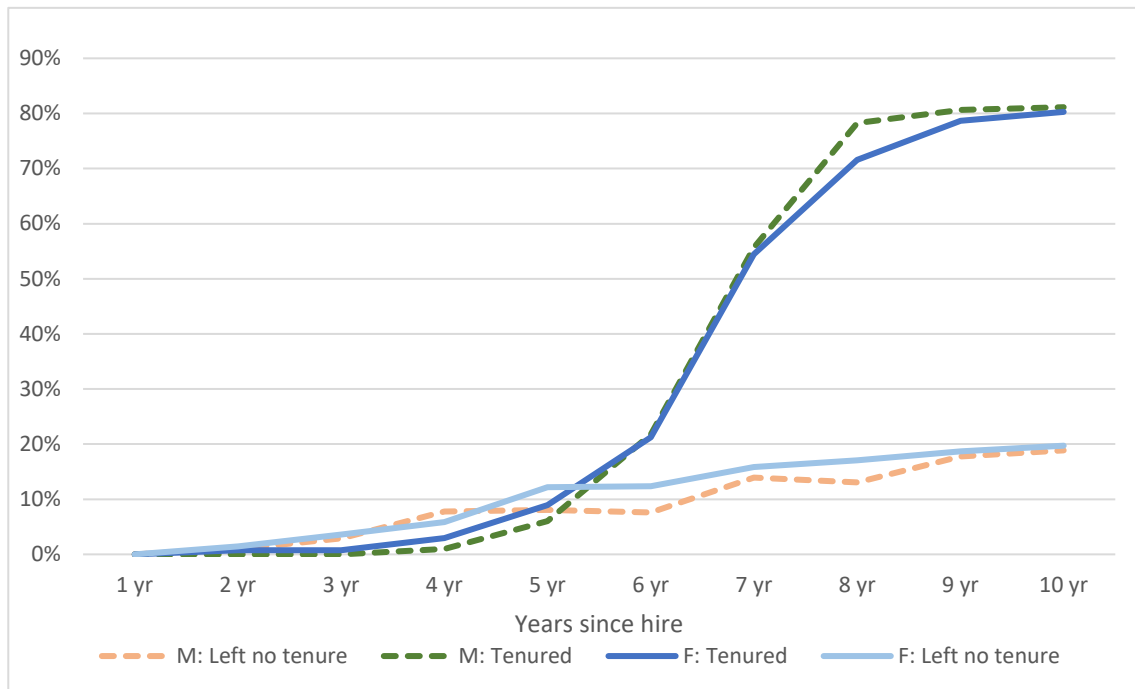
SOURCE: IADS and HRS tenure data.

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

Table A-10

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

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



SOURCE: IADS and HRS tenure data.

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