

**COMMITTEE ON WOMEN IN THE UNIVERSITY
ANNUAL REPORT, 2011-2013**

I. Statement of Committee Functions

The Committee on Women in the University:

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

The committee's "Current Internal Procedures" (reaffirmed 13 November 2013) and "Statement on Diversity in the Committee" (adopted December 1999, revised and reaffirmed 13 November 2013) are available upon request from the Office of the Secretary of the Faculty.

Professor Ruth Litovsky (Communication Sciences and Disorders) and Senior Administrative Program Specialist Kelly Mallon (Surgery) co-chaired the committee in 2011-2012 and 2012-2013.

II. Committee Activities

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

2011-2012: The committee held hour-long focused conversations about women in STEM fields with Co-Director Molly Carnes, Executive & Research Director Jenn Sheridan, and Co-Director Amy Wendt of the Women in Science & Engineering Leadership (WISELI); about family leave/parental leave with HR Specialist Megan Jeffers of the Academic Personnel Office/Office of Human Resources; and about the HR Design Project with Diversity Team Lead Jenn Sheridan and Benefits Team Facilitator Lindsey Stoddard Cameron. The committee met jointly with the University Child Care Committee in February and liaisons attended meetings of the UCCC and GLBT Issues Committee throughout the year.

2012-2013: The committee held several focused conversations about early childhood care and education with Campus Child Care Coordinator and Director of Child & Family Resources Lynn Edlefson; met with Provost and Campus Planning Committee Chair Paul M. DeLuca, Jr. in January; and, in a joint meeting with the University Child Care Committee, met with Associate Vice Chancellor and Director of Facilities Planning & Management Bill Elvey, Manager of the Capital Budget Process Teresa Adams, and Director of Space Management Doug Rose in April. As an EVOC campus partner, the committee was briefed by and consulted with Violence Prevention Coordinator Carmen Hotvedt of University Health Services. The committee also was briefed by and consulted with GLBT Campus Center Director Gabe Javier. The GLBT Issues Committee was dormant in 2012-2013.

The committee is pleased to partner with women deans and the Office of Human Resource Development in developing and presenting the annual Women & Leadership Symposium and related events.

We remain grateful to Distinguished Policy & Planning Analyst Margaret Harrigan of Academic Planning & Institutional Research for her ongoing contributions in providing, and helping the committee interpret, institutional data on women.

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Diversity & Climate.

In November 2012, Co-Chair Ruth Litovsky was nominated to serve on the **Ad Hoc Diversity Committee** and subsequently was named faculty co-chair of the committee. Lindsey Stoddard Cameron was named a non-voting, ex officio administrative member of the committee. Professor Litovsky has regularly briefed the Committee on Women on the composition, focus, and progress of the Ad Hoc Diversity Committee, which began its work on 25 February 2013. By 1 April, the committee had formed working groups to study issues of diversity and inclusion and identify priorities in five key areas: Access, Inclusive Climate/Culture, Creativity & Innovation, Wisconsin Idea, and Accountability.

The committee celebrates accomplishments of individuals who receive **Awards & Recognition**. Professor Sharon Long (Soil Science, State Laboratory of Hygiene) continues to represent the Committee on Women on the Vice Provost for Diversity & Climate's selection committee for UW System's Outstanding Women of Color in Education Award and UW-Madison's Outstanding Women of Color Awards. The entire committee congratulates award recipients, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW System – 17th Annual Outstanding Women of Color in Education Award
Tonya Lynn Brito, Professor of Law

UW-Madison – 5th Annual Outstanding Women of Color Awards
Jacquelynn Dawn Arbuckle, Staff General Surgeon and Clinical Associate Professor, Surgery
Tonya Lynn Brito, Professor, Law
Dawn Bryant Crim, Associate Dean for External Relations, School of Education
Rohany Nyan, Fellow, Lubar Institute for the Study of Abrahamic Religions

Brief introductions to recipients of the 2011 UW-Madison Annual Outstanding Women of Color Awards, anticipated when the committee's last report was published, are available here: www.news.wisc.edu/19412

Brief introductions to each of the 2012 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Valeria Davis's University of Wisconsin News story, "Four Honored as UW-Madison's 2012 Outstanding Women of Color" (4 September 2012): www.news.wisc.edu/20985

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

2011 Slesinger Award for Excellence in Mentoring
Wendy Crone, Professor, Engineering Physics

2012 Slesinger Award for Excellence in Mentoring
Diane Bless, Professor, Communication Sciences & Disorders and Surgery

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

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

2011 Champion Awards
Douglass Henderson, Professor, Engineering Physics and
Director, Graduate Engineering Research Scholars Program
Margaret Harrigan, then-Senior Policy & Planning Analyst, Academic Planning & Analysis

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This award provides an opportunity for each recipient to designate a Women's Philanthropy Council gift of \$5,000 to a campus initiative of his or her choice. Professor Henderson elected to support the Graduate Engineering Research Scholars Program. Distinguished Policy & Planning Analyst Margaret Harrigan elected to support academic staff professional development, with aspirations that a sabbatical leave program for instructional academic staff can be developed. Additional details are available in a press release about the 2011 Champion Awards by UW Foundation's Chris DuPre, "Two named to receive 2011 Champion Awards" (7 November 2011): www.news.wisc.edu/20000

Domestic Partner Health Insurance. In Spring 2012, the Committee on Women advocated for the HR Design Project Benefits Team and Diversity Team to include among their draft and final recommendations a recommendation that the University of Wisconsin-Madison provide an equity-related payment, providing reimbursement for imputed income tax and tax on the payment, to employees with family health insurance covering a domestic partner and dependents. The committee thanks both teams for their effort to address this inequity for domestic partners, particularly same-sex partners/spouses, and thanks HR Design Project leadership for accepting the Benefits work team's recommendation to advocate at the federal level to end "imputed income" for domestic partner health insurance (referred to UW-Madison government relations).

Early Childhood Care & Education. The Committee on Women continues to promote affordable access to high quality early childhood care and education and to advocate for additional infant and toddler care options for faculty, staff, and students. We have worked closely with the University Child Care Committee and with Campus Child Care Coordinator and Director of the Office of Child & Family Resources Lynn Edlefson, who has briefed the committee regularly, providing updates on renovations at the Daisy Project site, (#39 University Houses); relocation of the School of Human Ecology Preschool Lab during construction of Nancy Nicholas Hall; subsequent moves of Bernie's Place and University Houses Nursery School into #39 University Houses; an RFP for provision of infant care at the site; and transition of Great Beginnings families into Bernie's Place when that program's lease at 206 Bernard Court ended. She also shared news about the implementation of 4K and our successful back-up and sick child care initiative, which has received generous financial support from the University of Wisconsin Foundation Women's Philanthropy Council since 2004.

In January 2013, the committee invited Provost and Campus Planning Committee Chair Paul M. DeLuca, Jr. to join the committee in considering how to surmount difficulties of developing new early childhood care and education sites on campus. Over time, early childhood care and education programming has migrated westward. In the long term, the committee would like to develop options in eastern and southern parts of campus. This would improve access for parents, particularly student parents and mothers breast-feeding infants, who would benefit greatly if the distance to their child's classroom were "walkable." In the near term, Provost DeLuca recommended exploring possibilities to identify and convert leased space, explaining that the university can be more flexible and nimble when project costs fall outside the capital budget process.

At Provost DeLuca's recommendation, the committee subsequently met with Associate Vice Chancellor and Director of Facilities Planning & Management Bill Elvey, Manager of the Capital Budget Process Teresa Adams, and Director of Space Management Doug Rose. This discussion centered on the difficulty of advocating for inclusion of early childhood care and education through the capital planning process. While there are some notable successes (Waisman Early Childhood Program, Preschool Laboratory), by the time buildings are enumerated it is often too late to add new program space. In many building projects, it is ill-advised or difficult to locate suitable space, given the need for green/play space, first floor egress, safe and convenient drop-off and pick-up parking, and a secure entrance, to name just a few requirements. It is challenging for deans to raise private funds for child care, especially given high costs of construction in campus buildings. Also, this process asks individual deans to shoulder the burden of providing for a

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campus need. Associate Vice Chancellor Elvey and his team agreed it would make sense to consider mechanisms beyond the capital budget process. The provost sets priorities for development of new facilities, in consultation with Facilities Planning & Management; they are ready and willing to partner with him and with the committee on this issue in future.

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

The committee formed a work group led by Professor De-Ann Pillers to research best practices and develop recommendations for UW-Madison in this area. HR Specialist Punam Gupta from the Academic Personnel Office/Office of Human Resources, has provided benchmarking and policy documents to the working group.

EVOC (End Violence on Campus). In March 2011, the Committee on Women in the University formally agreed to partner with the University Health Services' Violence Prevention Team and nearly two dozen current campus and community partners who are committed to reducing sexual assault, dating/domestic violence and stalking. In March 2013, Violence Prevention Coordinator Carmen Hotvedt briefed the committee on the Violence Against Women Act and changes to the Cleary Act, and described the multi-dimensional approach to education preferred by her and by EVOC's advisory council. The committee discussed recent data on sexual assault, including research conducted by Lisak and Miller (2002) and McWhorter, et al. (2009); the importance of bystander intervention; and outcome measures for compliance and effectiveness of educational programs. The committee strongly supports educating UW-Madison students about issues related to sexual assault, dating/domestic violence, stalking, and healthy relationships. The committee voted unanimously to recommend that UW-Madison provide universal first-year prevention education, with a strong focus on bystander intervention.

Family Leave/Parental Leave. In Fall 2011, Pam Herd, Katherine Magnuson, and Lindsey Stoddard Cameron worked closely with Dean Gary Sandefur, Associate Dean Maria Cancian, and Human Resource Manager for Faculty Personnel Joyce Helt, in consultation with Vice Provost for Faculty & Staff Steve Stern and Academic Personnel Office Director Steve Lund, to develop a new policy regarding the use of sick leave following the birth or adoption of a child for faculty in the College of Letters & Science (Appendix 1). The committee is profoundly grateful for Dean Sandefur and Associate Dean Cancian's leadership in adopting this policy, which reduces inequities across and within departments, better aligns sick leave policy with the actual distribution of faculty workload, and significantly eases the difficulty L&S faculty previously experienced in using sick leave during an FMLA/WFMLA-related leave.

Previously, the college calculated sick leave as if faculty members spend 80% of their time in classroom teaching and only 20% for research, service, and graduate advising activities. In order to be relieved of teaching duties following a birth or an adoption, a faculty member with a two course-per-semester teaching load would need to use sick time to cover 60 days of sick leave (or 30 days per class). Thus, many faculty, particularly new faculty or faculty who used sick leave to cover another FMLA-related leave, were able to cover just a fraction of their teaching duties following a birth or adoption. Under the new policy, faculty with a typical two course-per-semester load use sick leave equivalent to 40% of the period missed to cover release from teaching (and may use additional leave to cover release from research and service responsibilities).

The committee's family leave work group continues to collect information about policies and HR practices at peer institutions and shared benchmarking data with the HR Design Project Benefits work team in Spring 2012. The committee strongly advocated for inclusion of a recommendation to provide paid parental leave. Members of the committee participated, and encouraged colleagues to participate, in HR Design Project campus engagement sessions held in March 2013. The Benefits work team's final recommendations

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included a recommendation that the university provide a period of paid parental leave falling within a range of four to eight weeks. The committee strongly supports further development and implementation of this recommendation.

In April 2013, Ruth Litovsky and Natalia De Leon initiated a series of meetings with then-Senior Associate Dean Irwin Goldman, Dean Kathryn VandenBosch, and others to identify possible avenues for improving family leave/parental leave in the College of Agricultural & Life Sciences. In 2012-2013, the committee began to partner with the CALS Equity & Diversity Committee to address this issue.

Work group members continue to focus on the process of negotiating leave and modified duties following childbirth or adoption and have partnered with the Women Faculty Mentoring Program on lunches and conversation series events at which faculty and academic staff parents can discuss what has worked well for them in planning a leave and, retrospectively, what changes would have made their experience better. The work group is developing a “best practices” document for department chairs and other leaders.

Preferred Name Policy. In May 2013, LGBT Campus Center Director Gabe Javier briefed the committee on an initiative to develop a policy and process enabling students to record and use a preferred name. Recognizing the links between a person’s name and personal identity, and the benefits of such a policy for specific constituencies, including members of our academic community who are transgender-identified, the committee unanimously endorsed adoption of a preferred name policy for students and recommended developing a preferred name policy and processes as quickly as possible for employees.

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

Co-Chair Elect Ruth Litovsky and Lindsey Stoddard Cameron gave opening remarks at the *3rd Annual UW-Madison Women & Leadership Symposium* (30 June 2011). Co-Chair Ruth Litovsky and Co-Chair Kelly Mallon gave opening remarks at the *4th Annual UW-Madison Women & Leadership Symposium* (28 June 2012).

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

III. Data on Women Faculty & Staff

The committee thanks Distinguished Policy & Planning Analyst Margaret Harrigan for her help in obtaining and interpreting institutional data on women academic staff and faculty, and the Office of Academic Planning and Institutional Research for providing both current and historic data on gender and race/ethnicity in the university’s Data Digest: http://apir.wisc.edu/datadigest/201213Digest/digest_13_web.pdf

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

Memos from Margaret Harrigan to Steve Stern, Damon Williams, Paul M. DeLuca, Jr., Committee on Women
Re: Data on Women and Minority Faculty and Staff at UW-Madison (September 2012)
<http://apir.wisc.edu/diversity/CWUReport2011.pdf>

Memos from Margaret Harrigan to Steve Stern, Damon Williams, Paul M. DeLuca, Jr., Committee on Women
Re: Data on Women and Minority Faculty and Staff at UW-Madison (July 2013)
http://apir.wisc.edu/diversity/CWU_report_and_tables_2013.pdf

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

Women Employed at UW-Madison	1990-1991	2011-2012	2012-2013
Faculty	17.96%	31.4%	32.2%
Executive/Director/Administrator (Academic Staff)	38.83%	47.5%	48.2%
Academic Staff	49.09%	52.8%	53.2%
Classified Staff	55.57%	52.9%	52.3%
Employees in Training (including post-doctoral fellows)	26.61%	38.7%	40.4%
Graduate Assistants	34.47%	44.6%	44.1%
Total	41.78%	47.9%	47.9%

The percentage of women in the faculty has increased from 15.2% in 1987 to 32.2% in 2012. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 25.9% of faculty at this rank are women. 40.9% of associate professors and 41.4% of assistant professors are women. (*Appendices 2, 5*)

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 18.2% of faculty (19.4% of female faculty and 17.7% of male faculty; 136 women and 260 men, including 8 women and 9 men who identify as belonging to two or more races) come from these historically underrepresented groups. The percentage of faculty of color holding the rank of professor has risen from 5% in 1987 to 13.3% in 2010. 20.4% of associate professors and 27.4% of assistant professors are faculty of color. (*Appendices 3, 4, 6*)

Women hold 28% of higher-level administrative appointments – currently, none higher than the rank of dean or associate dean. In October 2012, 6 of 13 academic deans were women and 32% of faculty and CHS faculty associate deans were women. Three deans and five associate deans were faculty of color. (*Appendices 2, 9, 10*)

In a cohort of 190 department chairs and academic program directors holding faculty appointments, 59 (31%) are women and 23 (12%) are faculty of color. In the same cohort, women lead 50% of arts & humanities departments/programs, 15.8% of the biological sciences departments/programs, 11.1% of the physical sciences departments/programs, and 39.3% of the social studies departments/programs. Faculty of color hold 22% of these leadership positions in the arts & humanities, 7% in the biological sciences, 7.4% in the physical sciences, and 10.7% in the social studies. (*Appendices 11, 12*)

Since 2001-2002, approximately 40% of faculty hired have been women. In 2011-2012, 46 of 119 (39%) of newly appointed faculty were women. 39.4% of faculty hired at the rank of assistant professor and 37.5% of faculty appointed with tenure were women. In 2012-2013, 58 of 129 (45%) of newly appointed faculty were women. 47.1% of faculty hired at the rank of assistant professor and 36% of faculty appointed with tenure were women. (*Appendices 13, 14*)

About 21% of faculty members hired since 1988-1989 have been Black, Asian, American Indian, or Hispanic. For 2011-2012, race/ethnicity data is not available for more than a quarter of faculty hires; the university is trying to narrow this data gap. Among faculty whose racial/ethnic affiliation is recorded, 8% are Black, Asian, American Indian, or Hispanic. In 2012-2013, 27% of faculty hires belong to these historically underrepresented groups. (*Appendix 16*)

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The number of women in science hired at UW-Madison has fluctuated from year to year. Overall, since 2003, approximately 36% of faculty members hired in the biological sciences and 22% of faculty members hired in the physical sciences have been women. In the biological sciences, women were appointed in 42% of searches in 2011-2012, and in 45% of searches in 2012-2013. In the physical sciences, women were appointed in 14% of searches in 2011-2012, and in 32% of searches in 2012-2013 (*Appendix 15*)

Among 38 women and 37 men hired at the rank of assistant professor in 2003-2004, the most recent year for which these data are available, 74% of the women and 73% of the men were tenured within nine years. In this same cohort, 77% of minority faculty and 72% of non-minority faculty were tenured. (*Appendices 17, 18*)

A review of faculty hired between 1993-1998, 1999-2004, and 2005-2007 shows that the average nine-year tenure rate is 66% for minority women, 65% for non-minority women, 71% for minority men, and 74% for non-minority men. The committee reiterates the vital importance of mentoring women and faculty of color effectively through tenure, and creating a climate conducive to their retention in the faculty. (*Appendix 19*)

Related data show that women and men in the social studies remain less likely to win tenure than their peers in the arts & humanities, biological sciences, and physical sciences, with an average nine-year tenure rate of only 47% for women and 57% for men. (*Appendices 20, 21*)

Overall, including executive appointments, 53% of academic staff are women. 46% of instructional academic staff and 39.6% of research doctoral academic staff are women. In this same cohort, 12.9% of academic staff are Black, Asian, Native American, or Hispanic. 11.7% of instructional academic staff and 21.7% of research doctoral academic staff belong to these historically underrepresented groups. (*Appendices 2, 3*)

In 1988, 38% of academic staff executive positions were held by women; today, 48.2% of these positions are held by women, with 12.2% held by women of color. In October 2012, 84 (57.5%) of 146 higher-level administrative positions (e.g., associate or assistant vice chancellor, associate or assistant dean) were held by women. Among academic staff associate deans, 62.2% were women, and among academic staff assistant deans, 58.4% were women. 1 associate dean and 22 assistant deans (23.9%) are academic staff of color. (*Appendices 2, 4, 9, 10*)

IV. Current Issues & Concerns

In 2013-2014, the committee is:

- working to bring the committee's membership and functions into alignment with UW-Madison's evolving shared governance structure
- closely following the work of the Ad Hoc Diversity Committee to craft a new diversity framework and recommendations

Ruth Litovsky continues to serve as the faculty co-chair of the Ad Hoc Diversity Committee. Lindsey Stoddard Cameron and Patrick Sims are ex officio, non-voting members of the Ad Hoc Diversity Committee.

- partnering with the Ad Hoc Bullying Committee and providing materials to the Ad Hoc Faculty Committee on Civility in the Academic Workplace to raise awareness, create educational and skill-building opportunities for members of our university community, and promote individual interventions and policy/practice changes that will prevent and mitigate the effects of bullying behaviors

This effort materially advances work initiated in 1999 by the committee's Work Group on Climate.

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- studying results of campus climate surveys, including the WISELI Study of Faculty Worklife at UW-Madison, to determine how to improve the climate for women, particularly women in STEM fields and women of color
- identifying opportunities to expand early childhood care and education, in partnership with the University Child Care Committee, Child Care Coordinator Lynn Edlefson, Provost Paul M. DeLuca, Jr., Vice Provost for Finance & Administration Darrell Bazzell, Associate Vice Chancellor and Director of Facilities Planning & Management Bill Elvey, Manager of the Capital Budget Process Teresa Adams, and Director of Space Management Doug Rose
- collaborating with the CALS Equity & Diversity Committee to improve parental leave policies in the College of Agricultural & Life Sciences
- reviewing tenure practices and outcomes in the social studies, in consultation with Vice Provost for Faculty & Staff Steve Stern and others
- reviewing information and resources provided to prevent and mitigate the effects of sexual harassment at UW-Madison: www.oed.wisc.edu/sexualharassment
- working with the GLBT Issues Committee to address concerns about a 2013 Group Insurance Board decision to increase co-pays for 120 prescription antiviral medications, including 49 used in the treatment of HIV

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Committee on Women in the University, 2011-2012

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Natalia de Leon	Agronomy	2010	2013
Laurel Goodwin	Geoscience	2011	2014
Pamela Herd	La Follette School of Public Affairs	2009	2015
Shawn Kaeppler	Agronomy	2009	2015
Julia Koza	Curriculum & Instruction, School of Music	2009	2012
Ruth Litovsky (co-chair)	Communicative Disorders	2010	2013
Sharon Long	Soil Science	2009	2014
Katherine Magnuson	School of Social Work	2010	2013
De-Ann Pillers	Pediatrics	2011	2014
<u>Academic Staff:</u>			
Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2013
Tina Hatch	International Student Services/Student Life	2011	2014
Maya Holtzman	Graduate School, Diversity Resources	2006	2012
Kelly Mallon (co-chair)	Surgery	2010	2013
Abike Sanyaolu	Academic Advancement Program	2009	2012
B. Ann Ward	Kinesiology	2011	2014
<u>Ex-Officio/Non-Voting:</u>			
Damon Williams	Office of the Provost, Diversity & Climate	2008	
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2012
<u>CNCS Liaison:</u>			
LeAnn Krieg	UW Police Department	2010	2012
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women welcomes:</i>			
<i>Laurel Goodwin</i>	<i>Geoscience</i>	<i>2011</i>	<i>2014</i>
<i>Tina Hatch</i>	<i>International Student Services/Student Life</i>	<i>2011</i>	<i>2014</i>
<i>De-Ann Pillers</i>	<i>Pediatrics</i>	<i>2011</i>	<i>2014</i>
<i>B. Ann Ward</i>	<i>Kinesiology</i>	<i>2011</i>	<i>2014</i>
<i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Abike Sanyaolu</i>	<i>Academic Advancement Program</i>	<i>2009</i>	<i>2012</i>
<i>Maya Holtzman</i>	<i>Graduate School, Diversity Resources</i>	<i>2006</i>	<i>2012</i>
<i>Carole Kolb (SI, designee)</i>	<i>Office of the Provost, Diversity & Climate</i>	<i>2009</i>	<i>2012</i>
<i>Julia Koza (co-chair)</i>	<i>Curriculum & Instruction, School of Music</i>	<i>2009</i>	<i>2012</i>

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Committee on Women in the University, 2012-2013

		Member Since	Term Ends
<u>Faculty:</u>			
Katherine Corby	Dance	2012	2015
Natalia de Leon	Agronomy	2010	2016
Laurel Goodwin	Geoscience	2011	2014
Pamela Herd	La Follette School of Public Affairs	2009	2015
Shawn Kaeppler	Agronomy	2009	2015
Ruth Litovsky (co-chair)	Communicative Disorders	2010	2016
Sharon Long	Soil Science	2009	2014
Katherine Magnuson	School of Social Work	2010	2016
De-Ann Pillers	Pediatrics	2011	2014
<u>Academic Staff:</u>			
Heather Abercrombie	Psychiatry	2012	2013
Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2016
Kelly Mallon (co-chair)	Surgery	2010	2016
Rebecca Scheller	Law	2012	2015
Nancy Schultz-Darken	Primate Research Center	2012	2015
B. Ann Ward	Kinesiology	2011	2014
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2013
<u>CNCS Liaison:</u>			
LeAnn Krieg	UW Police Department	2010	2013
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women welcomes:</i>			
<i>Heather Abercrombie</i>	<i>Psychiatry</i>	<i>2012</i>	<i>2013</i>
<i>Katherine Corby</i>	<i>Dance</i>	<i>2012</i>	<i>2015</i>
<i>Rebecca Scheller</i>	<i>Law</i>	<i>2012</i>	<i>2015</i>
<i>Nancy Schultz-Darken</i>	<i>Primate Research Center</i>	<i>2012</i>	<i>2015</i>
<i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Heather Abercrombie</i>	<i>Psychiatry</i>	<i>2012</i>	<i>2013</i>
<i>LeAnn Krieg</i>	<i>UW Police Department</i>	<i>2010</i>	<i>2013</i>

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Appendix 1: L&S policy regarding the use of sick leave following the birth or adoption of a child

January 3, 2012

To: Department Chairs and Directors

From: Gary Sandefur, Dean

Re: Policy regarding the use of sick leave following the birth or adoption of a child

The Committee on Women in the University recently reviewed campus policy and practice with respect to work arrangements following the birth or adoption of a child. That review suggested the need to clarify College policy regarding the use of sick leave for course reductions taken under the federal *Family and Medical Leave Act (FMLA)*, *Wisconsin Family & Medical Leave Act (WFMLA)* and/or university policy (*UWS Unclassified Personnel Guideline #10, UW-Madison Unclassified Personnel Policies & Procedures Ch. 16.03*).

Faculty eligible under one or more of these policies may use accrued sick leave to cover leave time. When faculty members are absent from campus and not engaged in teaching, research or service, they use one sick day per day of leave; five sick days for a full week. When faculty are excused from only some duties, leave should be calculated based on faculty assignments of 40% for teaching (for 2 courses per semester), 40% for research, and 20% for service. Thus, when faculty members are absent from teaching only, and continue to engage in research and service, faculty with the typical 2 course-per-semester load should use sick leave equivalent to 40% of the period missed.

For example:

- For faculty members with a normal teaching load of two courses in a given semester:
 - o Faculty released from two courses will use 30 days of sick leave (15 weeks X 5 days per week = 75 days X 40% = 30 days);
 - o Faculty released from one of two courses will use 15 days of sick leave (15 weeks X 5 days per week = 75 days X 20% = 15 days);
 - o If colleague coverage is used, for example, for 4 weeks of classes, eight days of sick leave should be used (4 weeks X 5 days per week = 20 days X 40% = 8 days).
- For faculty members with a normal teaching load of one course in a given semester, the same 20% per course guideline will apply:
 - o Faculty released from the one course, will use 15 days of sick leave (15 weeks X 5 days per week = 75 days X 20% = 15 days);
 - o If colleague coverage is used, for example, for 4 weeks of classes, four days of sick leave should be used (4 weeks X 5 days per week = 20 days X 20% = 4 days).
- Faculty in departments with a normal teaching load of three course per year (1-2 or 2-1), should use the same guidelines (i.e. 20% per course, for a total of 20% in one semester and 40% in the other).

All leaves should be discussed by the faculty member with the department chair, who should prepare a memo detailing the expected absence and the amount of sick leave to be reported each month. The memo should be sent to Joyce Helt and the respective academic associate dean for approval. Departments will receive written confirmation of approval.

Please direct any questions to your divisional Associate Dean.

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Appendix 2: Headcount of Faculty & Staff by Gender

		2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Faculty	Women	586	603	617	639	643	648	663	674	671	700
	Men	1,650	1,635	1,603	1,571	1,555	1,530	1,512	1,503	1,466	1,473
	Total	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177	2,137	2,173
Faculty with Administrative Appointments	Women	49	51	58	64	67	76	79	84		80
	Men	188	184	175	174	160	158	159	154		165
	Total	237	235	233	238	227	234	238	238		245
Faculty without Administrative Appointments	Women	537	552	559	575	576	572	584	590		620
	Men	1,462	1,451	1,428	1,397	1,395	1,372	1,353	1,349		1,308
	Total	1,999	2,003	1,987	1,972	1,971	1,944	1,937	1,939		1,928
Executive/Director/Administrator(Non-Faculty)	Women	187	187	188	179	182	186	192	197	193	205
	Men	202	201	200	197	201	201	207	213	213	220
	Total	389	388	388	376	383	387	399	410	406	425
Academic Staff	Women	3,277	3,358	3,370	3,401	3,498	3,609	3,724	3,833	3,836	3,930
	Men	3,179	3,263	3,320	3,285	3,328	3,376	3,397	3,484	3,429	3,453
	Total	6,456	6,621	6,690	6,686	6,826	6,985	7,121	7,317	7,265	7,383
Instructional Academic Staff	Women	795	836	876	871	901	942	973	981	981	1,057
	Men	1,088	1,113	1,162	1,152	1,147	1,197	1,210	1,244	1,221	1,242
	Total	1,883	1,949	2,038	2,023	2,048	2,139	2,183	2,225	2,202	2,299
Research Doctoral Academic Staff	Women	383	406	426	439	450	467	485	499	512	510
	Men	707	729	758	739	750	728	720	762	763	777
	Total	1,090	1,135	1,184	1,178	1,200	1,195	1,205	1,261	1,275	1,287
Other Academic Staff	Women	2,099	2,116	2,068	2,091	2,147	2,200	2,266	2,353	2,343	2,363
	Men	1,384	1,421	1,400	1,394	1,431	1,451	1,467	1,478	1,445	1,434
	Total	3,483	3,537	3,468	3,485	3,578	3,651	3,733	3,831	3,788	3,797
Classified Staff	Women	2,887	2,872	2,852	2,829	2,843	2,866	2,904	2,929	2,779	2,777
	Men	2,287	2,365	2,333	2,353	2,385	2,399	2,462	2,481	2,473	2,534
	Total	5,174	5,237	5,185	5,182	5,228	5,265	5,366	5,410	5,252	5,311
Exempt Classified Staff	Women									691	688
	Men									830	847
	Total									1,521	1,535
Non-Exempt Classified Staff	Women									2,088	2,089
	Men									1,643	1,687
	Total									3,731	3,776
Employee-In-Training	Women	282	314	324	324	325	361	424	422	400	398
	Men	460	485	489	503	482	507	571	588	634	588
	Total	742	799	813	827	807	868	995	1,010	1,034	986
Graduate Assistants	Women	2,243	2,341	2,398	2,310	2,261	2,279	2,327	2,391	2,345	2,355
	Men	2,876	2,881	2,888	2,828	2,822	2,728	2,779	2,900	2,915	2,991
	Total	5,119	5,222	5,286	5,138	5,083	5,007	5,106	5,291	5,260	5,346
Total	Women	9,462	9,675	9,749	9,682	9,752	9,949	10,234	10,446	10,224	10,365
	Men	10,654	10,830	10,833	10,737	10,773	10,741	10,928	11,169	11,130	11,259
Grand Total	Total	20,116	20,505	20,582	20,419	20,525	20,690	21,162	21,615	21,354	21,624

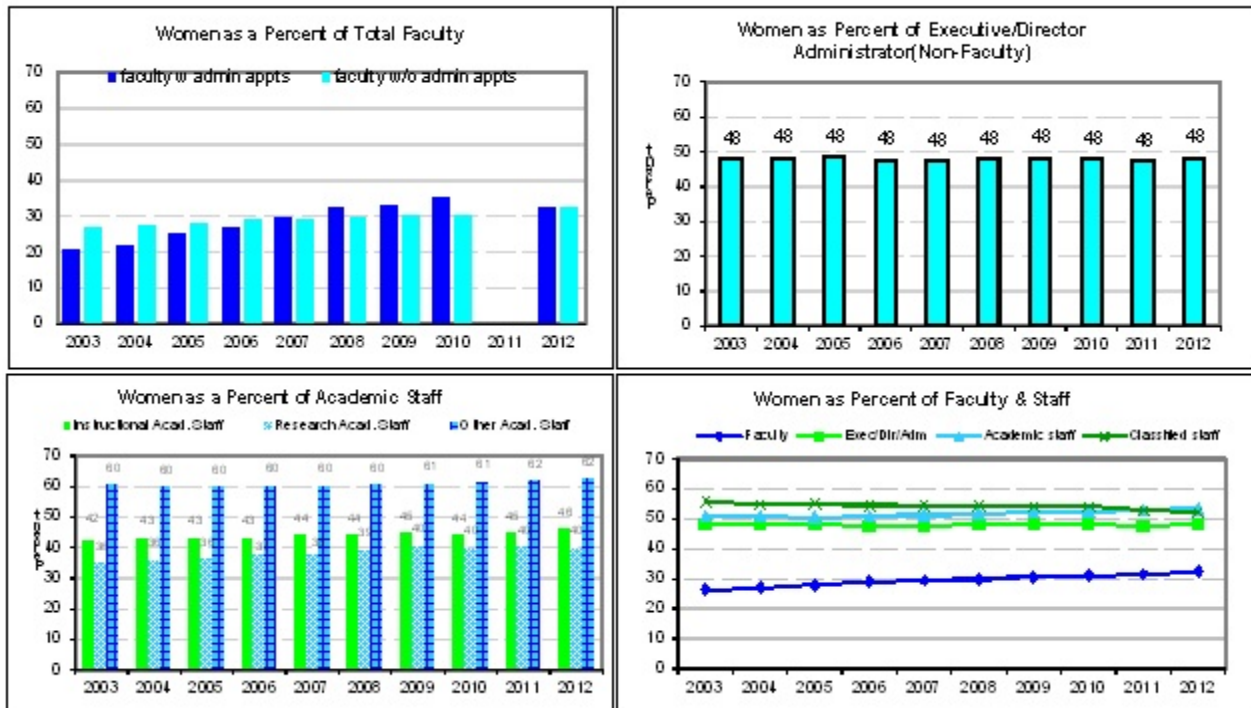
Notes Information on faculty with administrative appointments is incomplete for 2011 and not reported here. Notes: Non-duplicating headcount reported: An individual who holds multiple appointments is counted only once. If an individual holds more than one appointment category, that person is reported 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 such as Research Specialist.

Source October IADS and HRS data
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

Please see also
University of Wisconsin-Madison Data Digest, 2012-2013
Academic Planning and Institutional Research, Office of the Provost
www.apir.wisc.edu/datadigest/201213Digest/digest_13_web.pdf
“Headcount of Faculty and Staff by Gender” (p. 38)

(continued)

Appendix 2: Headcount of Faculty & Staff by Gender, continued



(continued)

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

		2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Faculty	Black	55	54	53	53	51	48	45	47	49	49
	Asian/Pacific Islander	183	187	198	206	216	228	232	238	232	245
	American Indian	10	11	11	12	13	13	12	10	9	9
	Hispanic	73	75	76	76	77	77	76	77	76	76
	White/Unk nown	1,915	1,911	1,882	1,863	1,841	1,812	1,810	1,793	1,756	1,777
	Two or More Races								12	14	17
	Total	2236	2238	2220	2210	2198	2178	2175	2177	2136	2173
Faculty with Administrative Appointments	Black	8	6	8	8	8	4	5	3		7
	Asian/Pacific Islander	14	11	9	12	10	14	12	11		11
	American Indian	0	1	1	1	1	1	1	2		2
	Hispanic	7	8	8	6	5	4	5	8		8
	White/Unk nown	212	209	207	211	203	211	215	210		213
	Two or More Races								4		4
	Total	241	235	233	238	227	234	238	238		245
Faculty without Administrative Appointments	Black	47	48	45	45	43	44	40	44		42
	Asian/Pacific Islander	169	176	189	194	206	214	220	227		234
	American Indian	10	10	10	11	12	12	11	8		7
	Hispanic	66	67	68	70	72	73	71	69		68
	White/Unk nown	1,703	1,702	1,675	1,652	1,638	1,601	1,595	1,583		1,564
	Two or More Races								8		13
	Total	1,995	2,003	1,987	1,972	1,971	1,944	1,937	1,939		1,928
Executive/Director/Administrator	Black	24	21	19	18	20	21	21	20	21	25
	Asian/Pacific Islander	5	5	4	5	5	6	5	6	6	7
	American Indian	2	2	3	3	2	2	2	3	2	2
	Hispanic	12	14	16	16	16	16	16	18	18	15
	White/Unk nown	346	346	346	334	340	342	355	361	358	375
	Two or More Races								2	1	1
	Total	389	388	388	376	383	387	399	410	406	425
Academic Staff	Black	82	93	93	110	111	109	124	119	124	133
	Asian/Pacific Islander	411	448	488	503	517	556	553	565	561	588
	American Indian	22	29	29	28	33	36	35	28	31	29
	Hispanic	140	150	153	137	135	147	149	147	152	156
	White/Unk nown	5,801	5,901	5,927	5,908	6,030	6,137	6,260	6,424	6,370	6,433
	Two or more Races								34	35	44
	Total	6,456	6,621	6,690	6,686	6,826	6,985	7,121	7,317	7,273	7,383
Instructional Academic Staff	Black	27	29	28	34	34	33	35	34	32	32
	Asian/Pacific Islander	108	119	145	158	147	169	162	159	155	164
	American Indian	2	6	6	5	6	9	10	5	5	7
	Hispanic	50	53	62	52	48	53	53	57	58	57
	White/Unk nown	1,696	1,742	1,797	1,774	1,813	1,875	1,923	1,962	1,945	2,028
	Two or more Races								8	8	11
	Total	1,883	1,949	2,038	2,023	2,048	2,139	2,183	2,225	2,203	2,299
Research Doctoral Academic Staff	Black	6	7	9	7	9	6	9	9	10	12
	Asian/Pacific Islander	167	196	209	203	215	220	218	229	229	232
	American Indian	2	2	1	1	1	2	2	2	2	2
	Hispanic	28	24	32	27	28	27	26	23	24	28
	White/Unk nown	887	906	933	940	947	940	950	995	1008	1009
	Two or more Races								3	3	4
	Total	1,090	1,135	1,184	1,178	1,200	1,195	1,205	1,261	1,276	1,287
Other Academic Staff	Black	49	57	56	69	68	70	80	76	82	89
	Asian/Pacific Islander	136	133	134	142	155	167	173	177	177	192
	American Indian	18	21	22	22	26	25	23	21	24	20
	Hispanic	62	73	59	58	59	67	70	67	70	71
	White/Unk nown	3,218	3,253	3,197	3,194	3,270	3,322	3,387	3,467	3,417	3,396
	Two or more Races								23	24	29
	Total	3,483	3,537	3,468	3,485	3,578	3,651	3,733	3,831	3,794	3,797

– Table continues on facing page –

Please see also

University of Wisconsin-Madison Data Digest, 2012-2013
 Academic Planning and Institutional Research, Office of the Provost
www.apir.wisc.edu/datadigest/201213Digest/digest_13_web.pdf
 “Headcount of Faculty and Staff by Race/Ethnicity” (pp. 40-43)

(continued)

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

		2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Classified Staff	Black	125	135	128	126	127	130	133	129	136	147
	Asian/Pacific Islander	161	163	185	196	209	217	239	233	238	239
	American Indian	18	18	19	17	20	16	18	16	14	18
	Hispanic	165	211	236	256	270	272	288	291	282	274
	White/Unknown	4,705	4,710	4,617	4,587	4,602	4,630	4,688	4,713	4,553	4,603
	Two or more Races								28	29	30
	Total	5,174	5,237	5,185	5,182	5,228	5265	5366	5410	5252	5311
Exempt Classified Staff	Black									24	25
	Asian/Pacific Islander									65	64
	American Indian									3	5
	Hispanic									31	28
	White/Unknown									1,389	1,406
	Two or more Races									9	7
	Total									1521	1535
Non-Exempt Classified Staff	Black									112	122
	Asian/Pacific Islander									173	175
	American Indian									11	13
	Hispanic									251	246
	White/Unknown									3,164	3,197
	Two or more Races									20	23
	Total									3,731	3,776
Employes-in-Training	Black	8	5	9	9	14	24	20	23	17	13
	Asian/Pacific Islander	243	282	266	271	275	306	341	324	314	273
	American Indian	1	1	1	1	1	0	0	2	2	1
	Hispanic	37	38	40	48	46	37	48	36	31	31
	White/Unknown	453	473	497	498	471	501	586	625	677	663
	Two or more Races								0	0	5
	Total	742	799	813	827	807	868	995	1,010	1,041	986
Graduate Assistants	Black	125	148	141	127	147	141	147	140	145	142
	Asian/Pacific Islander	1,505	1,513	1,475	1,412	1,345	1,327	1,398	1,257	1,264	1,320
	American Indian	26	24	28	29	27	27	34	27	17	17
	Hispanic	252	260	280	265	273	260	255	268	262	273
	White/Unknown	3,211	3,277	3,362	3,305	3,291	3,252	3,272	3,589	3,544	3,533
	Two or more Races								10	42	61
	Total	5,119	5,222	5,286	5,138	5,083	5,007	5,106	5,291	5,274	5,346
Total	Black	294	321	315	317	343	343	357	349	492	509
	Asian/Pacific Islander	2,347	2,435	2,431	2,397	2,358	2,423	2,529	2,390	2,615	2,672
	American Indian	61	67	72	73	76	78	83	70	75	76
	Hispanic	514	537	565	542	547	537	544	546	521	525
	White/Unknown	11,726	11,908	12,014	11,908	11,973	12,044	12,283	12,792	17,258	17,384
	Two or more Races								58	121	158
Grand Total		14,942	15,268	15,397	15,237	15,297	15,425	15,796	16,205	21,382	21,624

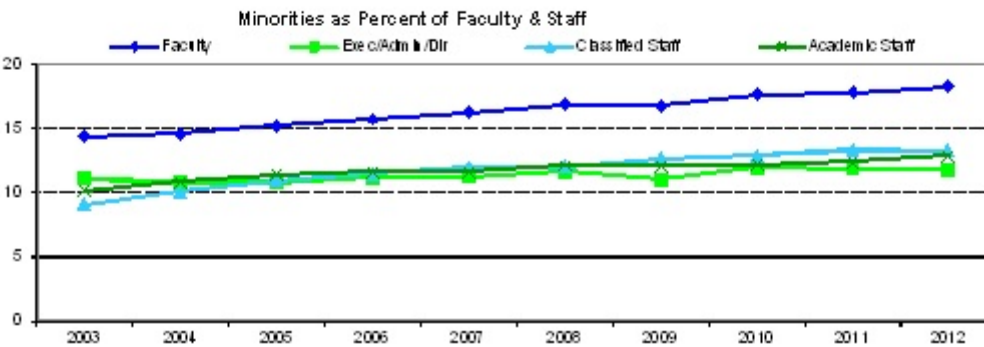
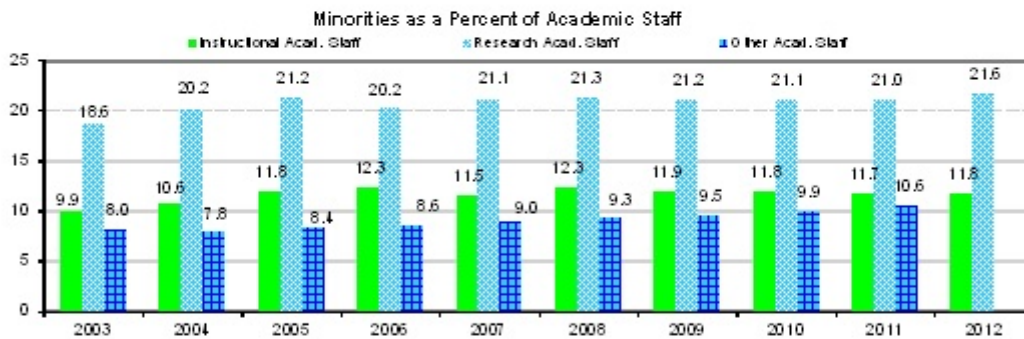
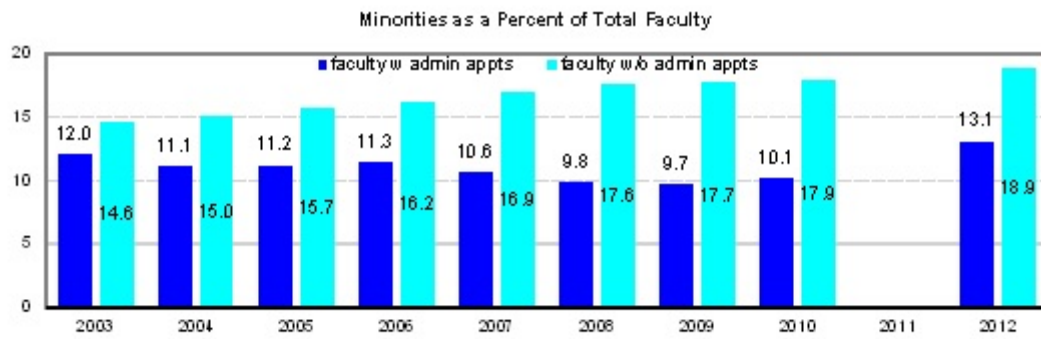
Notes Notes: Non-duplicating headcount reported. LTEs, Student and Unclassified hourly workers excluded. In the graphs, Academic Staff includes Executive/ Director/ Administrator, Instructional and Other Academic Staff. Information on faculty with administrative appointments is incomplete for 2011 and 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 Hawaiian or Pacific Islanders are combined with Asians for this report. Individuals who choose not to report a racial/ethnic category are included with White/Unknown. For years prior to 2010, individuals were asked only one question and were allowed to choose only one racial/ethnic category: Black, Asian (including Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Source October IADS data. Prepared by Margaret Harrigan, Office of Academic Planning & Analysis, 30 July 2013

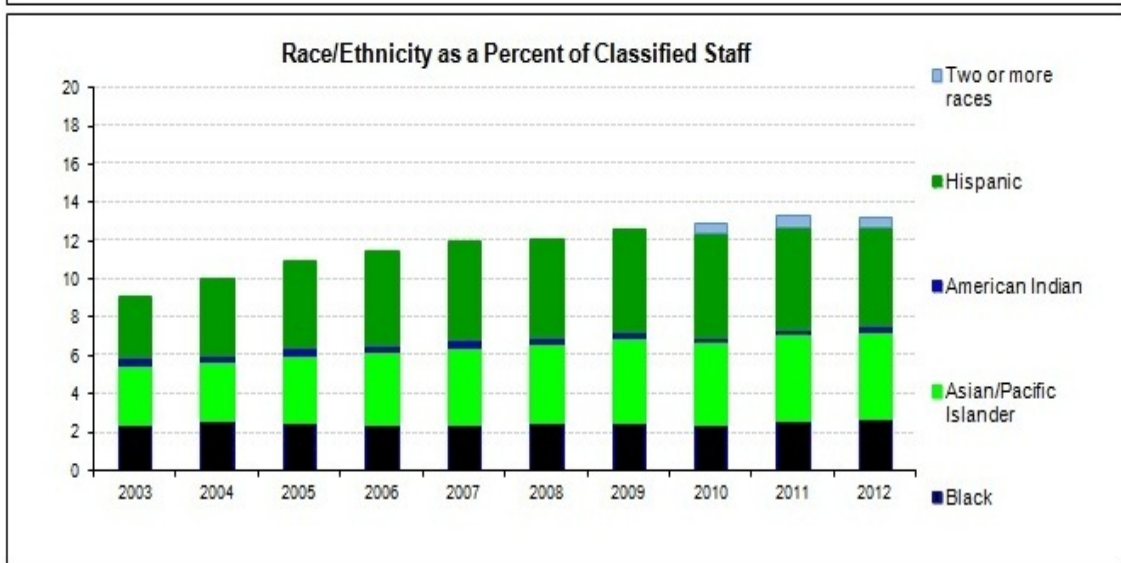
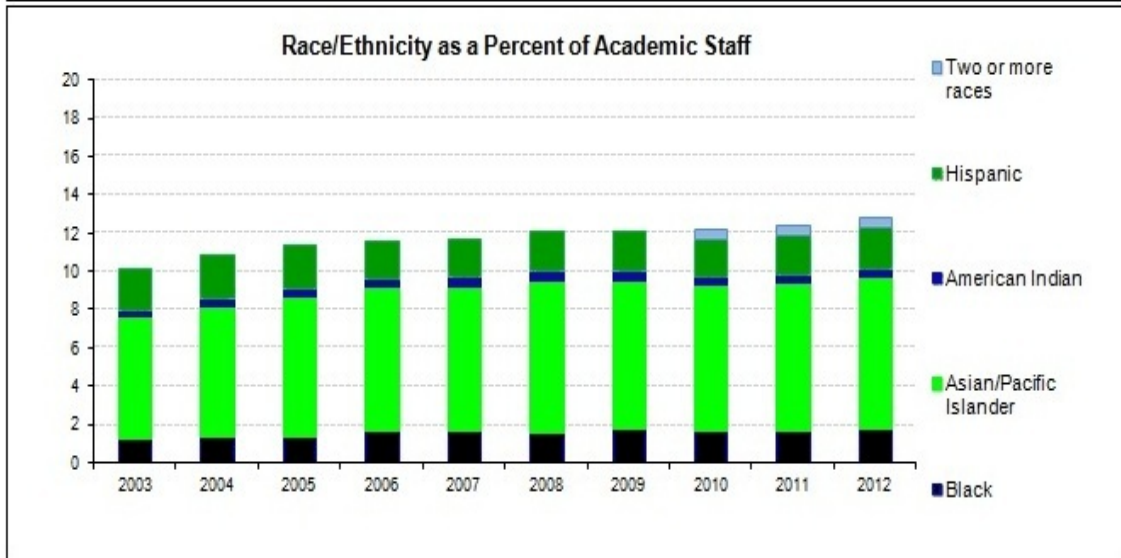
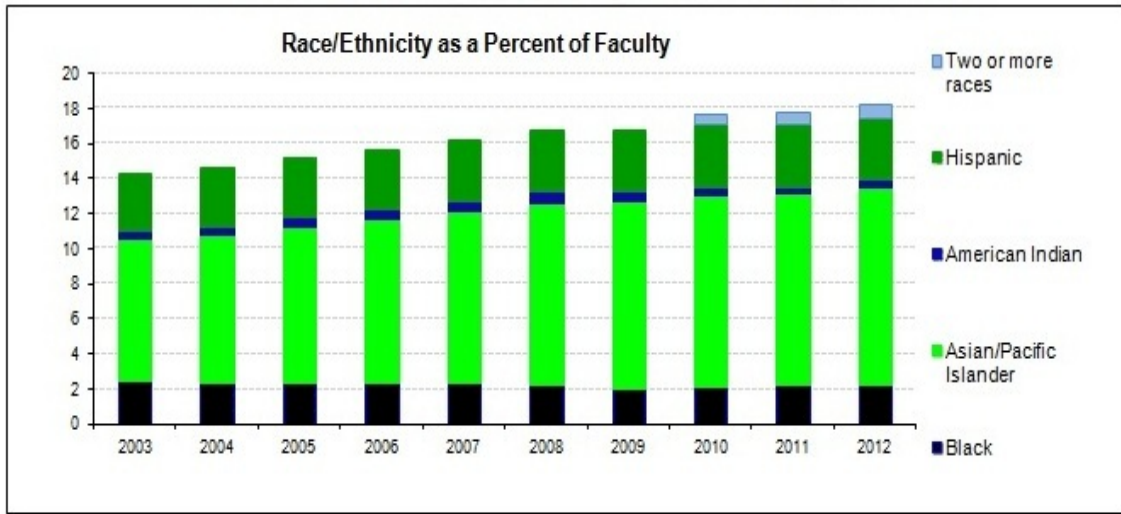
(continued)

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



(continued)

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



(continued)

Appendix 4: Headcount of Faculty & Staff by Gender & Race/Ethnicity

		Executive/ Director/ Administrator	Instructional Academic Staff	Research Academic Staff	Other Academic Staff	Exempt Classified Staff	Non-Exempt Classified Staff	Employee- In-Training	Graduate Assistants	Total	
Women	Black	23	11	16	5	45	10	52	10	81	253
	Asian	69	6	75	100	126	32	101	84	517	1,110
	Native American	5	0	5	0	12	1	7	1	6	37
	Hispanic	31	8	25	10	45	14	120	13	128	394
	White	539	180	882	376	2,074	622	1,723	222	1,484	8,102
	Unknown	25	0	47	17	37	6	72	65	109	378
	Two or more races	8	0	7	2	24	3	14	3	30	91
	Total	700	205	1,057	510	2,363	688	2,089	398	2,355	10,365
Men	Black	26	14	16	7	44	15	70	3	61	256
	Asian	176	1	89	132	66	32	74	189	803	1,562
	Native American	4	2	2	2	8	4	6	0	11	39
	Hispanic	45	7	32	18	26	14	126	18	145	431
	White	1,162	191	1,028	585	1,261	767	1,299	272	1,784	8,349
	Unknown	51	4	71	31	24	11	103	104	156	555
	Two or more races	9	1	4	2	5	4	9	2	31	67
	Total	1,473	220	1,242	777	1,434	847	1,687	588	2,991	11,259
Grand Total	2,173	425	2,299	1,287	3,797	1,535	3,776	986	5,346	21,624	
<i>Percent Women</i>	<i>32%</i>	<i>48%</i>	<i>46%</i>	<i>40%</i>	<i>62%</i>	<i>45%</i>	<i>55%</i>	<i>40%</i>	<i>44%</i>	<i>48%</i>	
<i>Percent Minority</i>	<i>18.2%</i>	<i>11.8%</i>	<i>11.8%</i>	<i>21.6%</i>	<i>10.6%</i>	<i>8.4%</i>	<i>15.3%</i>	<i>32.8%</i>	<i>33.9%</i>	<i>19.6%</i>	

Notes 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.

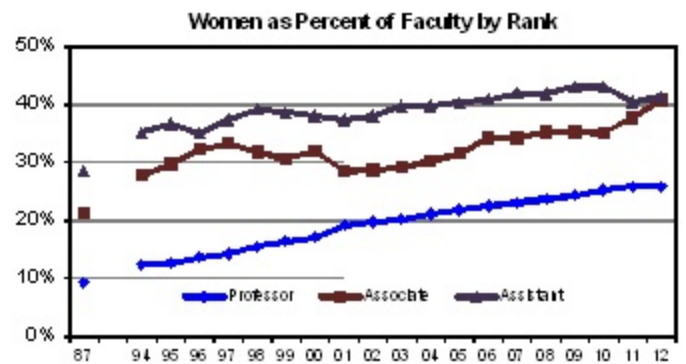
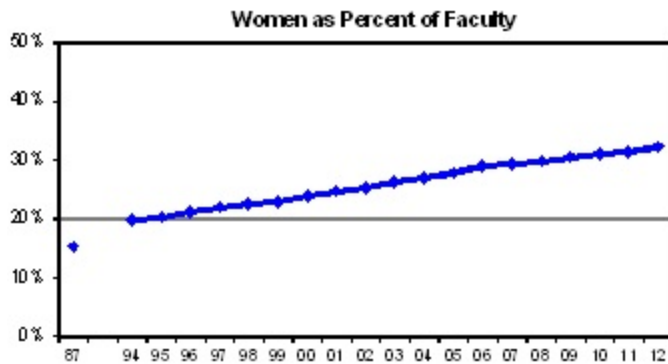
Source October HRS EPM data.
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

Please see also
University of Wisconsin-Madison Data Digest, 2012-2013
Academic Planning and Institutional Research, Office of the Provost
www.apir.wisc.edu/datadigest/201213Digest/digest_13_web.pdf
“Headcount of Faculty and Staff by Gender and Race/Ethnicity” (p. 45)

(continued)

Appendix 5: Faculty Headcount by Rank & Gender

		1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Professor	Women	140	179	181	191	196	212	225	233	262	269	275	283	291	298	308	307	312	324	322	329
	Men	1,366	1,267	1,248	1,199	1,174	1,157	1,143	1,127	1,108	1,098	1,084	1,060	1,044	1,019	1,012	987	969	959	923	942
	% Women	9%	12%	13%	14%	14%	15%	16%	17%	19%	20%	20%	21%	22%	23%	23%	24%	24%	25%	26%	26%
Associate Professor	Women	79	126	135	146	157	138	125	125	107	101	106	110	113	135	137	151	153	157	163	172
	Men	292	326	319	305	314	295	283	266	267	250	257	253	244	259	264	278	281	290	269	248
	% Women	21%	28%	30%	32%	33%	32%	31%	32%	29%	29%	29%	30%	32%	34%	34%	35%	35%	35%	38%	41%
Assistant Professor	Women	137	165	146	128	122	129	134	161	177	193	204	210	213	203	202	190	198	192	186	199
	Men	342	304	253	237	205	200	213	262	296	314	309	319	315	293	279	265	262	254	273	282
	% Women	29%	35%	37%	35%	37%	39%	39%	38%	37%	38%	40%	40%	40%	41%	42%	42%	43%	43%	41%	41%
Instructor	Women	2	0	0	1	2	1	0	0	0	0	1	0	0	3	1	0	0	1	0	0
	Men	2	0	0	1	1	2	0	0	1	0	0	3	0	0	0	0	0	0	0	0
Total Faculty	Women	358	470	462	466	477	480	484	519	546	563	586	603	617	639	643	648	663	674	671	700
	Men	2,002	1,897	1,820	1,742	1,694	1,654	1,639	1,655	1,667	1,662	1,650	1,635	1,608	1,571	1,555	1,530	1,512	1,503	1,465	1,473
	Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177	2,136	2,173
Women Faculty as % of Total		15.2	19.9	20.2	21.1	22.0	22.5	22.8	23.9	24.7	25.3	26.2	26.9	27.8	28.9	29.3	29.8	30.5	31.0	31.4	32.2



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

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

Please see also
 University of Wisconsin-Madison Data Digest, 2012-2013
 Academic Planning and Institutional Research, Office of the Provost
www.apir.wisc.edu/datadigest/201213Digest/digest_13_web.pdf
 "Faculty Headcount by Rank & Gender" (p. 34)

(continued)

Appendix 6: Faculty Headcount by Rank & Race/Ethnicity

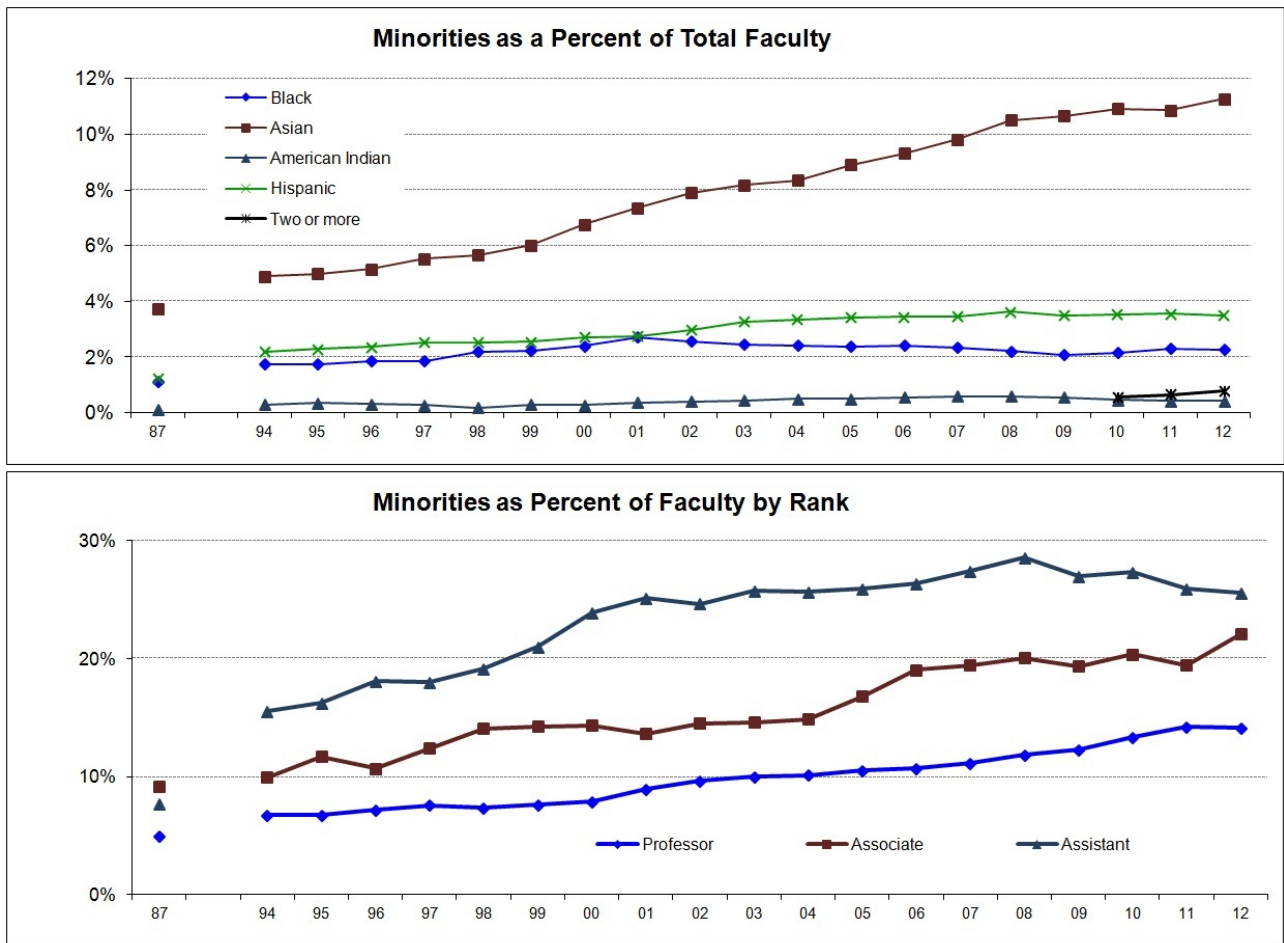
	1987	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Professor																				
Black	17	19	20	19	17	18	19	18	21	24	24	25	26	27	27	25	22	20	21	20
Asian	44	56	52	54	58	54	55	57	63	67	71	71	77	79	87	93	100	109	111	115
American Indian	0	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2	3	3
Hispanic	14	20	21	24	26	27	27	29	35	38	38	37	35	32	29	32	32	34	36	36
Two or more races																		6	6	6
Unknown																	11	15	11	13
White	1431	1,348	1,333	1,291	1,268	1,268	1,264	1,253	1,243	1,235	1,223	1,207	1,194	1,176	1,169	1,141	1,113	1,097	1,057	1,078
Associate Professor																				
Black	5	5	10	10	14	14	12	11	12	10	11	10	7	5	6	8	7	8	8	8
Asian	20	23	25	21	26	32	32	31	30	31	30	33	39	51	51	60	57	58	51	58
American Indian	3	2	2	1	1	1	1	1	1	1	1	1	3	3	3	6	3	3	3	6
Hispanic	6	15	16	16	17	14	13	13	8	9	11	10	11	14	16	12	15	18	19	17
Two or more races																		2	3	4
Unknown																	10	13	14	16
White	337	407	401	402	411	372	350	335	323	300	310	309	297	319	323	343	340	343	334	312
Assistant Professor																				
Black	4	17	10	12	9	15	16	23	27	23	20	18	20	21	18	15	16	19	22	21
Asian	24	37	37	39	36	34	41	59	70	78	82	83	82	76	78	76	75	71	70	72
American Indian	0	2	3	3	2	1	2	2	4	3	6	7	3	4	3	4	4	3	1	0
Hispanic	9	17	15	12	12	13	14	17	18	19	24	28	30	30	31	35	29	25	21	23
Two or more races																		4	5	7
Unknown																	18	24	45	47
White	442	396	334	299	268	266	274	322	354	382	381	393	391	365	349	325	318	300	295	311
Instructor																				
Black	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or more races																				
Unknown																			1	0
White	4	0	0	2	3	2	0	0	1	0	1	2	0	3	1	0	0	0	0	0
Total Faculty																				
Black	26	41	40	41	40	47	47	52	60	57	55	54	53	53	51	48	45	47	49	49
Asian	88	116	114	114	120	121	128	147	163	176	183	187	198	206	216	229	232	238	232	245
American Indian	3	7	8	7	6	4	6	6	8	9	10	11	11	12	13	13	12	10	9	9
Hispanic	29	52	52	52	55	54	54	59	61	66	73	75	76	76	76	79	76	77	76	76
Two or more races																		12	14	17
Unknown																	39	55	70	76
White	2,214	2,151	2,068	1,994	1,950	1,908	1,888	1,910	1,921	1,917	1,915	1,911	1,882	1,863	1,842	1,809	1,771	1,740	1,686	1,701
Total	2,360	2,367	2,282	2,208	2,171	2,134	2,123	2,174	2,213	2,225	2,236	2,238	2,220	2,210	2,198	2,178	2,175	2,177	2,136	2,173
<i>Minority Faculty as % of Total</i>	6.2	9.1	9.4	9.7	10.2	10.6	11.1	12.1	13.2	13.8	14.4	14.6	15.2	15.7	16.2	16.9	16.8	17.6	17.8	18.2

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 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, Asian (including Hawaiian or Pacific Islander), American Indian, Hispanic, or White.

Source October IADS and HRS data. Data for 1988 through 1993 not available at this time.
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

Appendix 7: Faculty Headcount by Rank & Race/Ethnicity, continued



(continued)

Appendix 8: Comparison of Gender and Tenure Status of UW-Madison Faculty with Peer Institutions

	Tenured Faculty				Tenure Track Faculty				Total Faculty			
	Men	Women	Women %	Ranking	Men	Women	Women %	Ranking	Men	Women	Women %	Ranking
Indiana University-Bloomington	698	299	30%	3	202	157	44%	3	900	456	34%	1
University of Washington-Seattle	753	342	31%	1	146	112	43%	4	899	454	34%	2
University of Minnesota-Twin Cities	1166	527	31%	2	242	176	42%	6	1408	703	33%	3
Michigan State University	1018	419	29%	4	233	189	45%	1	1251	608	33%	4
Ohio State University	1356	543	29%	6	358	253	41%	7	1714	796	32%	5
University of Wisconsin-Madison	1064	429	29%	5	254	169	40%	10	1318	598	31%	6
University of Texas at Austin	1096	410	27%	9	232	172	43%	5	1328	582	30%	7
University of Michigan-Ann Arbor	1443	565	28%	7	394	232	37%	12	1837	797	30%	8
University of Illinois - UC	931	339	27%	11	237	164	41%	8	1168	503	30%	9
University of California-Los Angeles	1073	391	27%	10	145	97	40%	9	1218	488	29%	11
University of California-Berkeley	819	319	28%	8	126	83	40%	11	945	402	30%	10
Purdue University	1021	285	22%	12	204	161	44%	2	1225	446	27%	12
Median Excluding UW Madison			28%				42%				30%	

Notes Institutions listed above comprise the University of Wisconsin Madison's official salary peer group, established by the Governor's Commission of Faculty Compensation in 1984.

Source IPEDS Fall 2011. Includes all full-time tenured and tenure track faculty in instruction, research and/or public service.

Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

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

Title Name	2002-03		2009-10		2010-11		2011-12		2012-13		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	%
Chancellor	0	1	1	0	1	0	0	1	0	1	0%
Provost/ Vice Chancellor											
Faculty	0	3	0	3	0	3	0	3	0	3	0%
Non-Faculty	1	2	0	2	0	2	0	2	0	2	0%
Vice Provost/ Associate Vice Chancellor											
Faculty	2	2	0	2	0	2	0	4	0	7	0%
Non-Faculty	0	1	2	5	2	5	2	4	4	4	50%
Assistant Vice Chancellor											
Non-Faculty	3	6	2	4	2	4	2	4	3	2	60%
Academic Deans	2	12	5	8	6	7	5	9	6	8	43%
Associate Dean - Faculty or CHS	13	25	15	29	14	29	19	29	14	30	32%
Assistant Dean - Faculty or CHS	0	0	0	2	0	3	0	2	0	2	0%
Assistant Dean- Non-Faculty											
Large	13	15	15	15	16	14	16	15	15	16	48%
Medium/Large			6	1	4	2	5	5	6	5	55%
Medium	33	16	22	17	28	19	26	16	30	14	68%
Small	8	4	5	3	6	3	4	5	3	5	38%
Associate Dean- Non-Faculty											
Large	7	10	10	9	7	8	9	11	11	9	55%
Medium/Large			1	1	3	2	3	2	7	1	88%
Medium	3	1	4	1	3	1	3	2	3	4	43%
Small	0	0	1	0	1	0	1	0	2	0	100%
Total Higher Level Administrative Positions											
Faculty	17	43	21	44	21	44	24	48	20	51	28%
Non-Faculty	68	55	68	58	72	60	71	66	84	62	58%

Notes Includes both paid and zero-dollar positions.

Source IADS, HRS as of October
 Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

Appendix 10: Count of Higher-Level Administrative Positions by Minority & Faculty Status

Title Name/Faculty Status	2002-03		2009-10		2010-11		2011-12		2012-13		
	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	1	1	1	50%
Vice Provost/											
Faculty	2	2	0	2	0	2	0	4	0	6	0%
Non-Faculty	0	1	1	6	1	6	1	5	1	7	13%
Assistant Vice Chancellor											
Non-Faculty	3	6	3	3	4	2	4	2	4	1	80%
Dean - Faculty	0	14	1	12	1	12	1	13	3	11	21%
Associate Dean-Faculty or CHS	3	35	3	41	4	45	5	43	5	39	11%
Assistant Dean-Faculty or CHS	1	2	0	2	0	3	0	2	0	2	0%
Assistant Dean - Non-Faculty											
Large	3	25	4	26	4	28	4	27	4	27	13%
Medium/Large			0	7	0	6	0	10	1	10	9%
Medium	15	34	14	25	15	34	15	27	15	29	34%
Small	2	10	1	7	2	7	3	6	1	7	13%
Associate Dean - Non-Faculty											
Large	0	17	0	19	1	19	2	18	1	19	5%
Medium/Large			0	2	1	4	2	3	2	6	25%
Medium	0	4	0	5	0	4	0	5	0	7	0%
Small	0	0	0	1	0	1	0	1	0	2	0%
Total Higher Level											
Faculty	6	57	4	61	5	66	6	66	8	62	11%
Non-Faculty	24	99	24	102	29	112	32	105	30	116	21%

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

Source IADS, HRS as of October
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

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

	2002-03		2009-10		2010-11		2011-12		2012-13		
	# Dept Chair & Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Dirs	Chair/ APD as % of Profs	Chair & Acad Prog Dirs	Chair/ APD as % of Profs	# Dept Chair & Acad Prog Dirs	Chair/ APD as % of Profs	Number of Full Profs	Acad Prog Dirs	Chair/ APD as % of Profs
Total	186	14%	185	14%	181	14%	183	15%	1271	190	15%
Men	160	15%	126	13%	117	12%	125	14%	942	131	14%
Women	26	10%	59	19%	64	20%	58	18%	329	59	18%
% Women	14%		32%		35%		32%		26%	31%	
Biological Sciences											
Men	60	17%	46	14%	44	14%	44	14%	319	48	15%
Women	3	5%	9	12%	11	15%	8	10%	86	9	10%
Physical Sciences											
Men	36	11%	22	8%	24	8%	23	8%	284	24	8%
Women	1	4%	5	18%	3	9%	3	9%	34	3	9%
Social Studies											
Men	39	15%	35	16%	30	14%	33	17%	198	34	17%
Women	12	13%	19	18%	22	20%	20	19%	103	22	21%
Arts & Humanities											
Men	25	15%	23	16%	19	13%	25	18%	141	25	18%
Women	10	11%	26	24%	28	26%	27	25%	106	25	24%

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

Source IADS and HRS frozen slice, October
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

Appendix 12: Number of Full Professor Faculty, Department Chairs and Academic Program Directors by Minority Status & Divisional Committee Affiliation

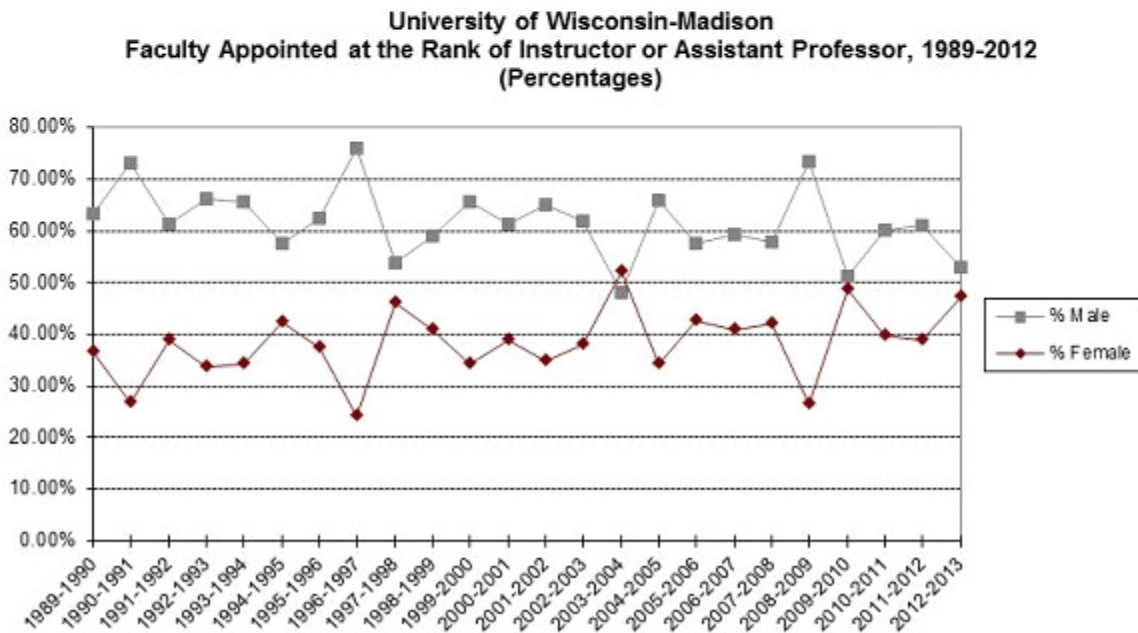
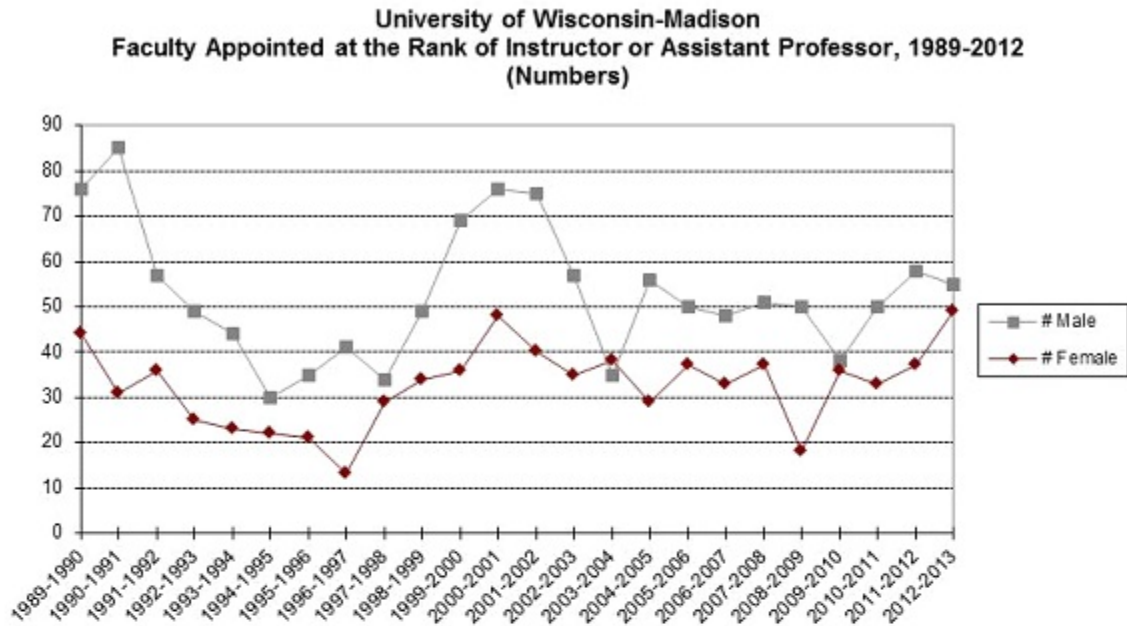
	2002-03		2009-10		2010-11		2011-12		2012-13		
	# Dept Chair & Acad Prog Dirs	Chair, APD as % of Profs	# Dept Chair & Acad Prog Dirs	Chair, APD as % of Profs	# Dept Chair & Acad Prog Dirs	Chair, APD as % of Profs	# Dept Chair & Acad Prog Dirs	Chair, APD as % of Profs	Number of Full Profs	# Dept Chair & Acad Prog Dirs	Chair, APD as % of Profs
Total	186	14%	185	14%	181	14%	183	15%	1271	190	15%
Non-minority	167	14%	165	14%	157	14%	161	15%	1091	167	15%
Minority	19	14%	20	13%	24	14%	22	12%	180	23	13%
% Minority	10%		11%		13%		12%		14%	12%	
Biological											
Non-minority	60	16%	51	14%	51	14%	49	14%	359	53	15%
Minority	3	10%	4	11%	4	9%	3	7%	46	4	9%
Physical											
Non-minority	34	11%	25	10%	24	9%	24	10%	258	25	10%
Minority	3	8%	2	4%	3	5%	2	3%	60	2	3%
Social Studies											
Non-minority	49	15%	45	16%	44	15%	47	18%	266	50	19%
Minority	2	6%	9	26%	8	23%	6	17%	35	6	17%
Arts &											
Non-minority	24	11%	44	20%	38	18%	41	20%	208	39	19%
Minority	11	33%	5	14%	9	26%	11	30%	39	11	28%

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

Source IADS appointment system frozen slice, October
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

Appendix 13: Faculty Appointed at the Rank of Instructor or Assistant Professor, 1989-2012

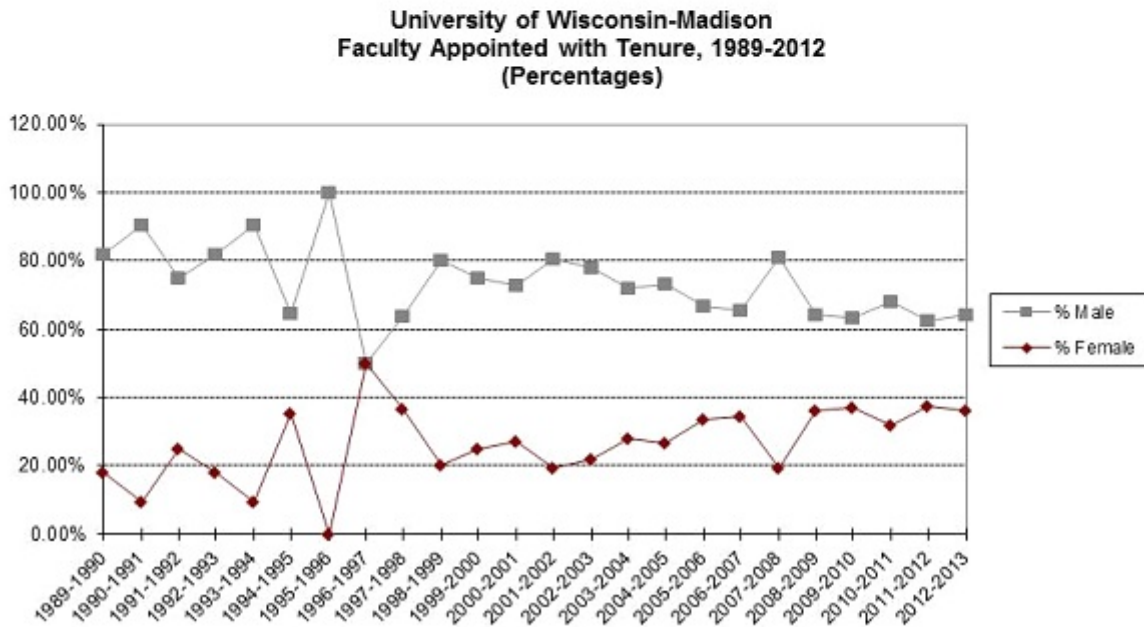
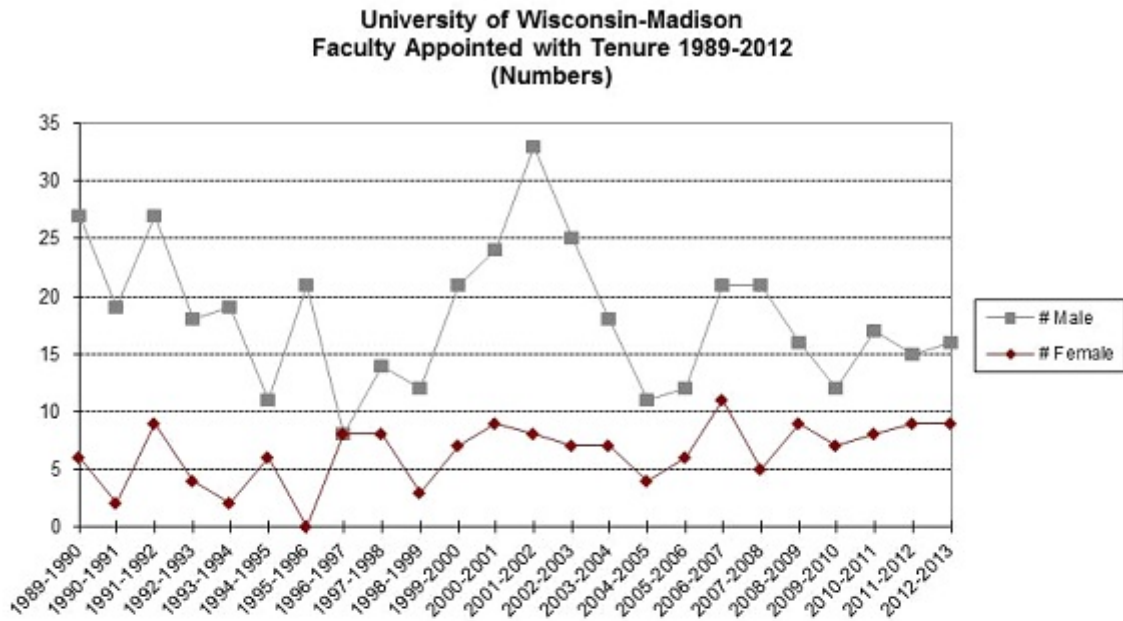


Source Data were drawn from IADS and HRS, and represent hires on an annual basis, 15 May to 14 May.

Prepared by Lindsey Stoddard Cameron, Office of the Secretary of the Faculty, and Margaret Harrigan, Academic Planning & Institutional Research, 13 November 2013

(continued)

Appendix 14: Faculty Appointed with Tenure, 1989-2012



Source Data were drawn from IADS and HRS, and represent hires on an annual basis, 15 May to 14 May.

Prepared by Lindsey Stoddard Cameron, Office of the Secretary of the Faculty, and Margaret Harrigan, Academic Planning & Institutional Research, 13 November 2013

(continued)

Appendix 15: Women in Science Faculty Hires at UW-Madison 1982-83 to 2011-12

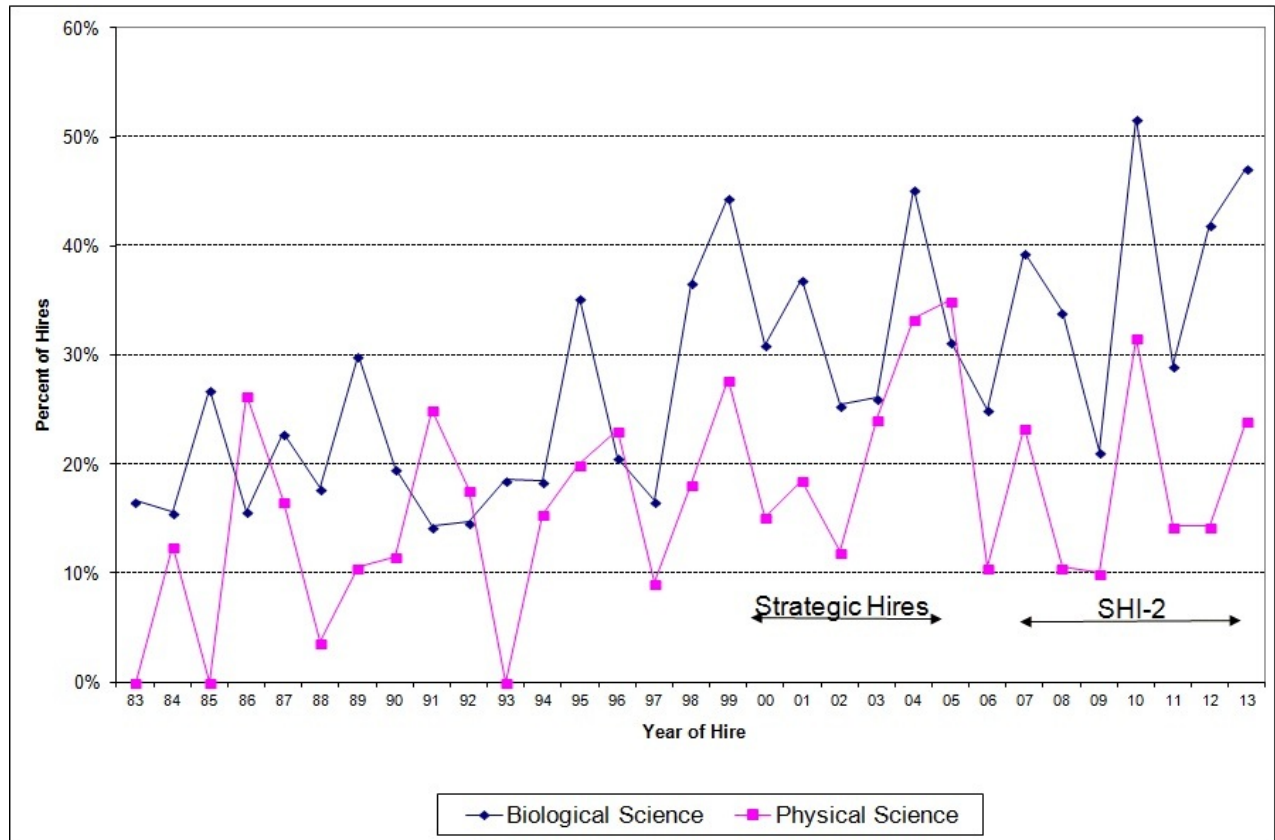
Year of Hire	New Faculty Hires			Women Faculty Hires			Women as % of Hires		
	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science	Total	Biological Science	Physical Science
Pre-Madison Plan									
1982-83	106	48	14	24	8	0	23%	17%	0%
1983-84	140	64	16	29	10	2	21%	16%	13%
1984-85	148	52	22	41	14	0	28%	27%	0%
1985-86	129	51	19	40	8	5	31%	16%	26%
1986-87	92	35	18	26	8	3	28%	23%	17%
1987-88	119	45	27	28	8	1	24%	18%	4%
Madison Plan									
1988-89	196	50	38	68	15	4	35%	30%	11%
1989-90	149	51	26	49	10	3	33%	20%	12%
1990-91	144	42	28	34	6	7	24%	14%	25%
1991-92	127	34	17	45	5	3	35%	15%	18%
1992-93	114	43	11	31	8	0	27%	19%	0%
Post-Madison Plan									
1993-94	91	38	13	25	7	2	27%	18%	15%
1994-95	72	34	10	28	12	2	39%	35%	20%
1995-96	77	34	13	20	7	3	26%	21%	23%
1996-97	69	24	11	22	4	1	32%	17%	9%
Strategic Hiring Initiative									
1997-98	86	30	11	37	11	2	43%	37%	18%
1998-99	98	27	18	37	12	5	38%	44%	28%
1999-00	134	42	33	43	13	5	32%	31%	15%
2000-01	157	46	27	57	17	5	36%	37%	19%
2001-02	155	51	25	47	13	3	30%	25%	12%
Post-Strategic Hiring Initiative									
2002-03	123	46	29	43	12	7	35%	26%	24%
Strategic Hiring Initiative - Reestablished									
2003-04	99	42	15	45	19	5	45%	45%	33%
2004-05	97	32	20	34	10	7	35%	31%	35%
2005-06	106	36	19	43	9	2	41%	25%	11%
2006-07	113	33	30	45	13	7	40%	39%	23%
2007-08	112	50	19	42	17	2	38%	34%	11%
2008-09	94	33	20	27	7	2	29%	21%	10%
2009-10	93	29	19	43	15	6	46%	52%	32%
2010-11	107	31	14	40	9	2	37%	29%	14%
2011-12	119	50	14	46	21	2	39%	42%	14%
2012-13	130	36	25	59	17	6	45%	47%	24%

Notes New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty positions in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW Madison faculty. Approximately 150 cluster faculty positions were approved from 1998 through 2003. Science discipline is defined based on categories assigned by WISELI for the faculty member's primary department.

Source Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

Appendix 15: Women in Science Faculty Hires at UW-Madison 1982-83 to 2011-12, continued



(continued)

Appendix 16: Minority Faculty Hires at UW-Madison 1982-83 to 2011-12

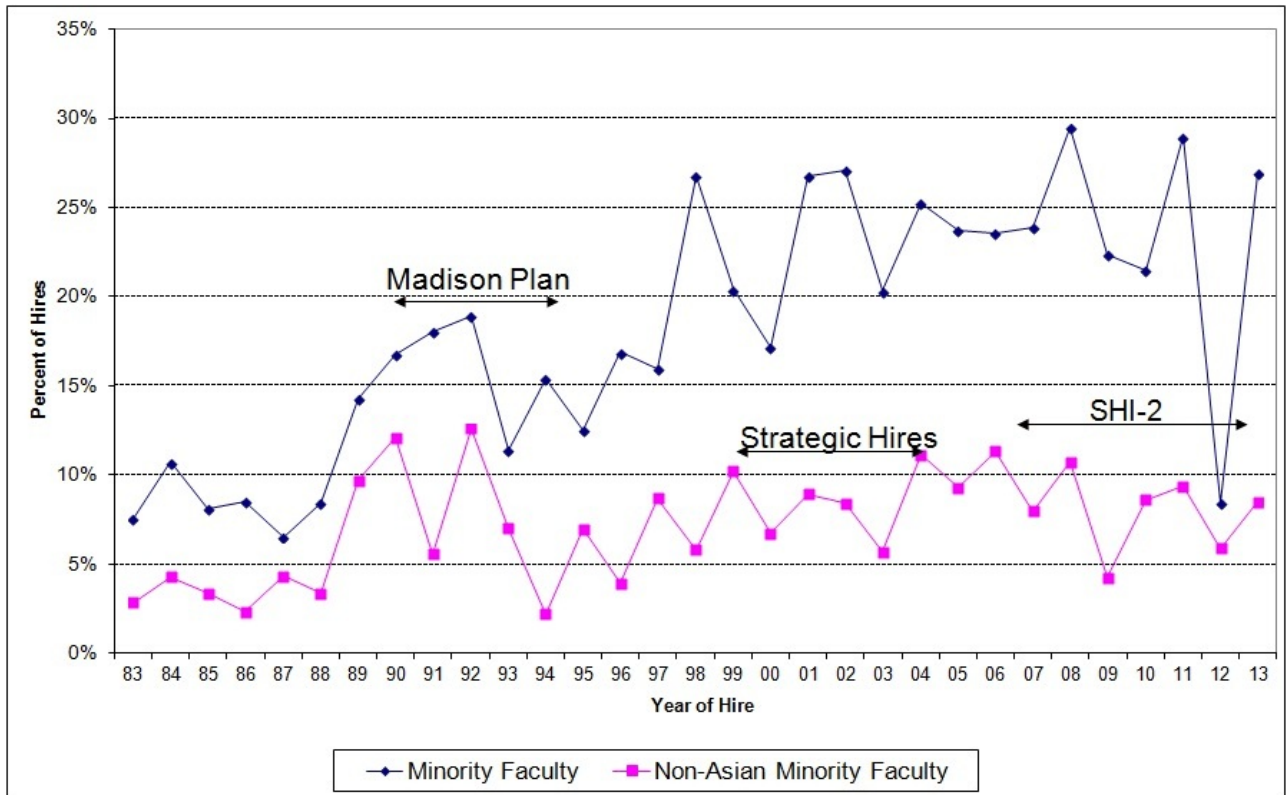
Year of Hire	Total Faculty Hired	Minority Faculty Hired					Two or More Races	Percent Minority	Percent Non-Asian Minority
		Total	Black	Asian	American Indian	Hispanic			
Pre-Madison Plan									
1982-83	106	8	0	5	0	3		8%	3%
1983-84	140	15	2	9	0	4		11%	4%
1984-85	148	12	2	7	2	1		8%	3%
1985-86	129	11	0	8	0	3		9%	2%
1986-87	92	6	2	2	0	2		7%	4%
1987-88	119	10	0	6	1	3		8%	3%
Madison Plan									
1988-89	196	28	4	9	2	13		14%	10%
1989-90	149	25	7	7	2	9		17%	12%
1990-91	144	26	5	18	0	3		18%	6%
1991-92	127	24	7	8	1	8		19%	13%
1992-93	114	13	3	5	2	3		11%	7%
Post-Madison Plan									
1993-94	91	14	0	12	0	2		15%	2%
1994-95	72	9	2	4	0	3		13%	7%
1995-96	77	13	2	10	1	0		17%	4%
1996-97	69	11	2	5	0	4		16%	9%
Strategic Hiring Initiative									
1997-98	86	23	3	18	0	2		27%	6%
1998-99	98	20	6	10	0	4		20%	10%
1999-00	134	23	3	14	2	4		17%	7%
2000-01	157	42	9	28	0	5		27%	9%
2001-02	155	42	7	29	2	4		27%	8%
Post-Strategic Hiring Initiative									
2002-03	123	25	3	18	1	3		20%	6%
Strategic Hiring Initiative - Reestablished									
2003-04	99	25	0	14	2	9		25%	11%
2004-05	97	23	5	14	0	4		24%	9%
2005-06	106	25	2	13	0	10		24%	11%
2006-07	113	27	4	18	1	4		24%	8%
2007-08	112	33	4	21	1	7		29%	11%
2008-09	94	21	1	17	0	3		22%	4%
2009-10	93	20	5	12	0	3		22%	9%
2010-11	107	31	5	21	0	3	2	29%	7%
2011-12*	119	10	4	3	0	3	0	8%	6%
2012-13	130	35	3	24	0	5	3	27%	8%

Notes Race/ethnicity information is missing for over 25% of faculty hired in 2011-2012. New hires are counted from May 16 to May 15 in each year. Includes zero-dollar appointments. In 1985-86, faculty were transferred from UW-Extension and are not counted as new hires for this table. The legislature authorized over 100 additional faculty positions in the 1987-89 Biennial Budget. The Cluster Hiring Initiative provided funding and positions to increase UW Madison faculty. Approximately 150 cluster faculty positions were approved from 1998 through 2003. Data collection for race/ethnicity changed in 2010: see notes for Table 2.

Source Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

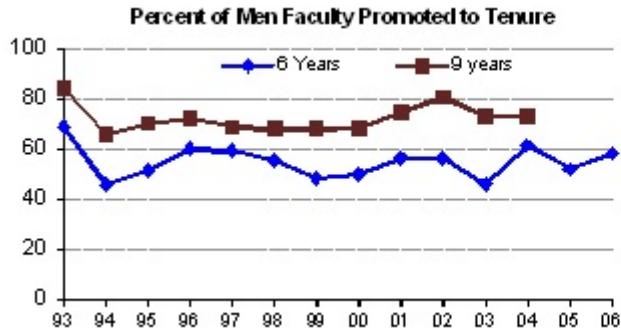
Appendix 16: Minority Faculty Hires at UW-Madison 1982-83 to 2011-12, continued



(continued)

Appendix 17: Faculty Promotions to Tenure by Gender

Year of Hire	Women					Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1993-94	22	12	55	16	73	45	31	69	38	84
1994-95	24	8	33	13	54	35	16	46	23	66
1995-96	20	6	30	9	45	37	19	51	26	70
1996-97	14	6	43	8	57	40	24	60	29	73
1997-98	29	13	45	20	69	32	19	59	22	69
1998-99	33	13	39	20	61	47	26	55	32	68
1999-00	38	13	38	25	69	72	35	49	49	68
2000-01	46	21	46	32	70	76	38	50	52	68
2001-02	40	14	35	27	68	76	43	57	57	75
2002-03	36	20	56	24	67	57	32	56	46	81
2003-04	38	11	29	28	74	37	17	46	27	73
2004-05	29	14	48	21	72	52	32	62	38	73
2005-06	37	18	49			50	26	52		
2006-07	35	17	49			48	28	58		
Average	31	13	42	20	68	50	28	55	37	72



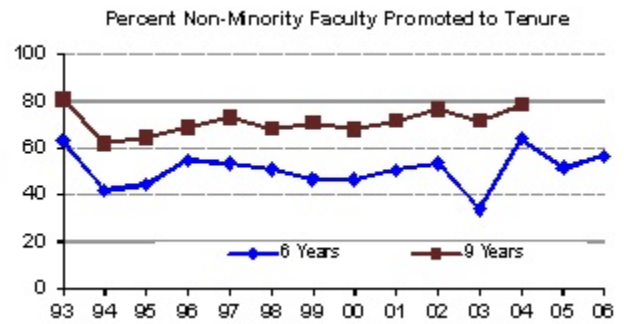
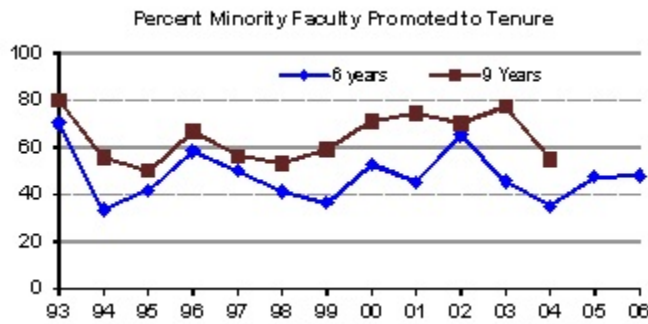
Notes Includes only those individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after more than nine years; eight were eventually promoted.

Source UW Madison Tenure file, IADS, and HRS
 Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, updated 30 July 2013

(continued)

Appendix 18: Faculty Promotions to Tenure by 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
1991-92	8	3	38	4	50	11	6	55	8	73
1992-93	2	1	50	1	50	9	4	44	6	67
1993-94	2	1	50	1	50	8	6	75	7	88
1994-95	3	1	33	2	67	6	2	33	3	50
1995-96	3	0	-	0	-	9	5	56	6	67
1996-97	4	3	75	4	100	8	4	50	4	50
1997-98	4	3	75	3	75	12	5	42	6	50
1998-99	9	2	22	4	44	8	5	63	5	63
1999-00	9	4	44	5	56	13	4	31	8	62
2000-01	16	8	50	12	75	22	12	55	15	68
2001-02	13	5	38	9	69	18	9	50	14	78
2002-03	8	6	75	6	75	12	7	58	8	67
2003-04	10	3	30	8	80	12	7	58	9	75
2004-05	6	1	17	4	67	14	6	43	7	50
2005-06	6	1	17			13	8	62		
2006-07	7	2	29			16	9	56		



Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after 9 years; eight were eventually promoted.

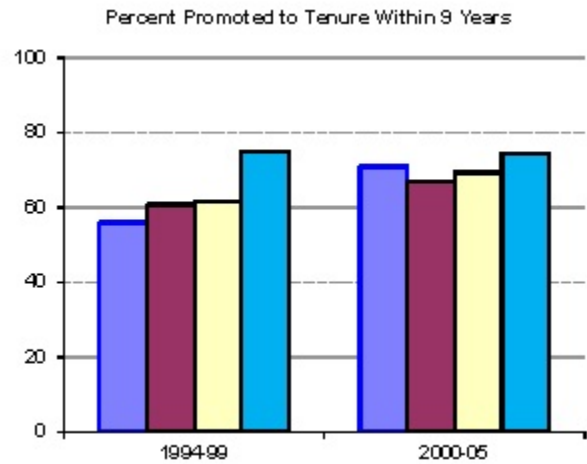
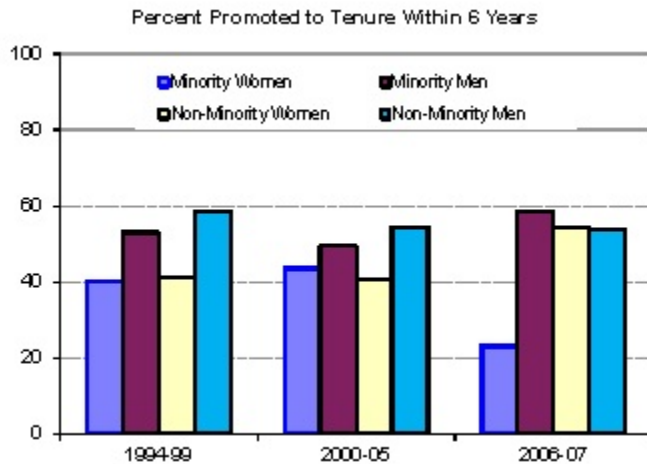
Source UW Madison Tenure file, IADS, and HRS
Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, updated 30 July 2013

(continued)

Appendix 19: Faculty Promotions to Tenure by Gender & Minority Status

Year of Hire	Minority Women					Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1994-99	25	10	40	14	56	51	27	53	31	61
2000-05	62	27	44	44	71	91	45	49	61	67
2006-07	13	3	23			29	17	59		
Average per year	7	3	40%	5	67%	12	6	52%	8	65%

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
1994-99	117	48	41	72	62	185	108	58	139	75
2000-05	163	66	40	113	69	279	152	54	208	75
2006-07	59	32	54			69	37	54		
Average per year	24	10	43%	15	66%	36	20	56%	29	75%



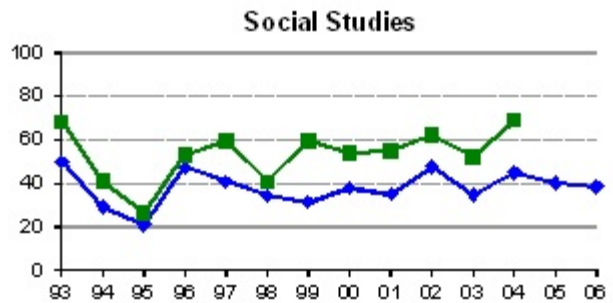
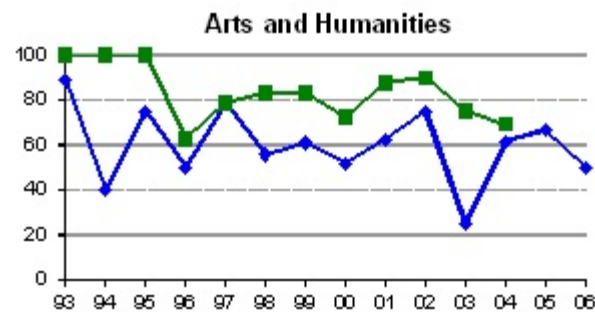
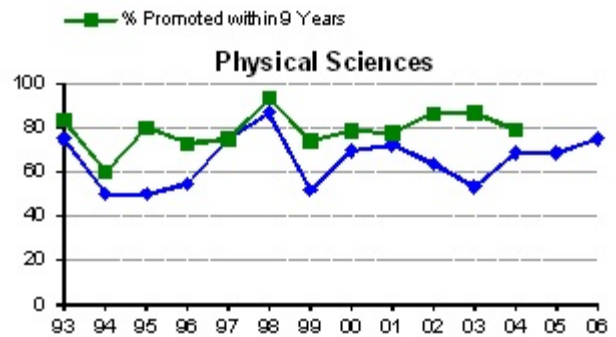
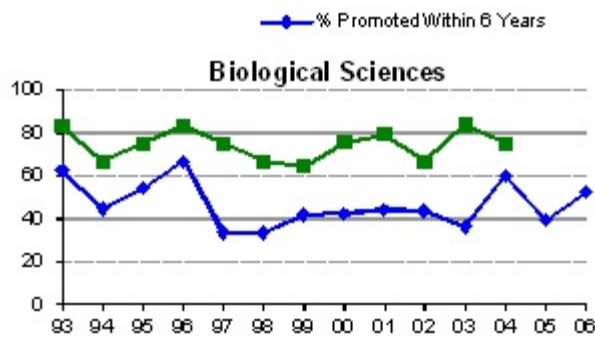
Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, Pacific Islander, or two or more races. Whites and those who choose not to report race or ethnicity are reported as non-minority. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after 9 years.

Source UW Madison Tenure file, IADS, and HRS
 Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, updated 30 July 2013

(continued)

Appendix 20: Faculty Tenure Promotions by Divisional Affiliation

Year of Hire	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
1993-94	24	63	83	12	75	83	9	89	100	22	50	68
1994-95	27	44	67	10	50	60	5	40	100	17	29	41
1995-96	24	54	75	10	50	80	4	75	100	19	21	26
1996-97	18	67	83	11	55	73	8	50	63	17	47	53
1997-98	12	33	75	8	75	75	14	79	79	27	41	59
1998-99	15	33	67	15	87	93	18	56	83	32	34	41
1999-00	31	42	65	27	52	74	18	61	83	32	31	59
2000-01	33	42	76	23	70	78	29	52	72	37	38	54
2001-02	34	44	79	18	72	78	24	63	88	40	35	55
2002-03	30	43	67	22	64	86	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		19	68		15	67		30	40	
2006-07	21	52		24	75		12	50		26	38	
Average	24	47	74	17	66	79	14	60	82	27	38	54



Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after 9 years.

Source UW Madison Tenure file, IADS, and HRS
 Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, updated 30 July 2013

(continued)

Appendix 21: Faculty Promotions to Tenure by Gender & 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
1994-99	35	15	43	26	74	14	7	50	8	57
2000-05	61	23	38	46	75	27	15	56	22	81
2006-07	14	5	36			8	5	63		
Average	8	3	39%	6	75%	4	2	55%	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
1994-99	28	16	57	22	79	65	20	31	30	46
2000-05	57	40	70	48	84	80	18	23	41	51
2006-07	17	11	65			33	14	42		
Average	7	5	66%	6	82%	13	4	29%	6	49%

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
1994-99	85	46	54	64	75	52	37	71	44	85
2000-05	112	53	47	82	73	97	63	65	77	79
2006-07	30	15	50			35	26	74		
Average	16	8	50%	12	74%	13	9	68%	10	81%

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
1994-99	30	22	73	27	90	69	30	43	35	51
2000-05	59	30	51	45	76	102	51	50	65	64
2006-07	10	5	50			23	8	35		
Average	7	4	58%	6	81%	14	6	46%	8	58%

Notes Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Twelve faculty hired between 1992-93 and 2003-04 still held probationary appointments after 9 years.

Source UW Madison Tenure file, IADS, and HRS
 Prepared by Margaret Harrigan, Office of Academic Planning & Institutional Research, 30 July 2013

(continued)

Appendix 21: Faculty Promotions to Tenure by Gender & Divisional Affiliation, continued

