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

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**Appendix 1**

**Tenure Gap in the Social Sciences at UW-Madison**

One of the primary functions of the Committee on Women in the University (CWU) is to evaluate and monitor the status of women faculty at UW-Madison. This role is important in light of the historic and contemporary underrepresentation of women as part of UW-Madison's tenured faculty. In October 2014, women held 33.4% of tenured and tenure-track faculty positions at UW-Madison<sup>1</sup>.

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

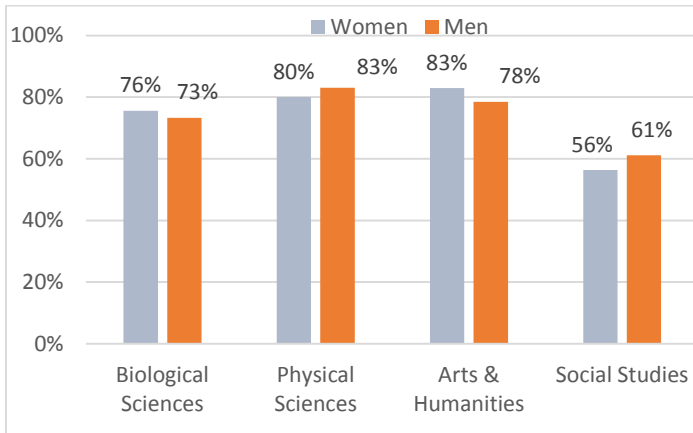
- 1) **Women assistant professors in the Division of Social Studies are more likely to separate from UW-Madison than their male counterparts.** Figure 1 shows, by year of hire, the percentage of male and female assistant professors who had been promoted to tenure within nine years. There is a clear pattern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

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

1. *Data Digest 2014-2015* ([https://apir.wisc.edu/datadigest/201415Digest/dd15\\_web.pdf](https://apir.wisc.edu/datadigest/201415Digest/dd15_web.pdf))  
Faculty Headcount by Rank & Gender, p. 39.
2. APIR Faculty & Staff Trends by Gender & Ethnic Status (annual reports to the Committee on Women), August 2015 ([https://apir.wisc.edu/facultystaff/CWU\\_faculty\\_and\\_staff\\_trends\\_2015\\_final.pdf](https://apir.wisc.edu/facultystaff/CWU_faculty_and_staff_trends_2015_final.pdf))  
Table 13. Faculty Promotions to Tenure by Gender and Divisional Affiliation, pp. 22-23.

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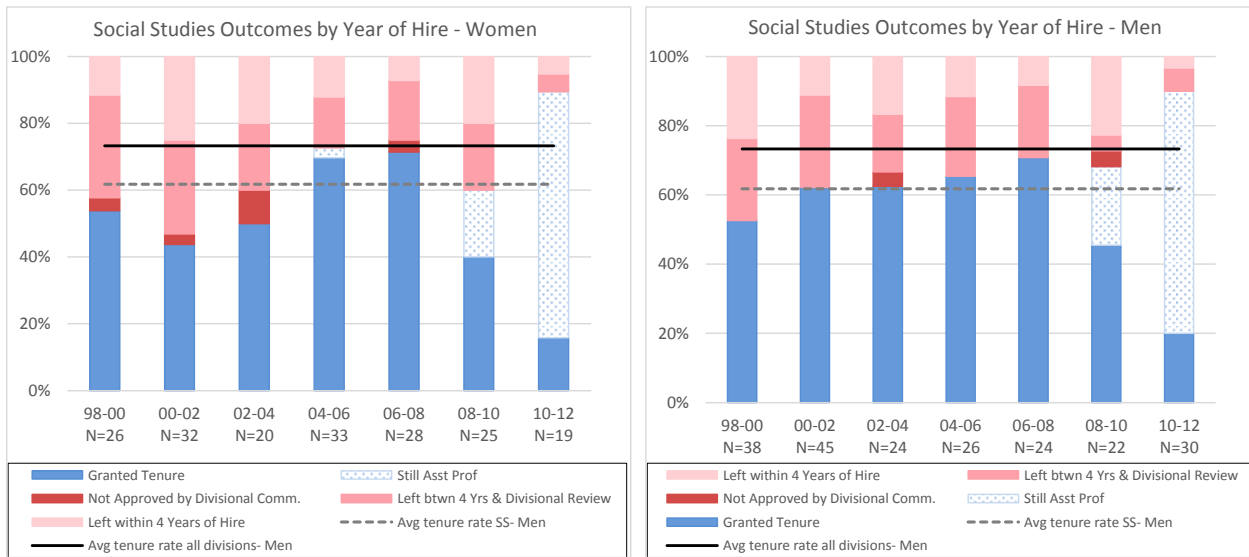
**Figure 1. Nine Year Promotion Rates by Divisional Affiliation: Faculty Hired 1998-1999 through 2006-2007.**  
Source: UW-Madison Tenure file and IADS.



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

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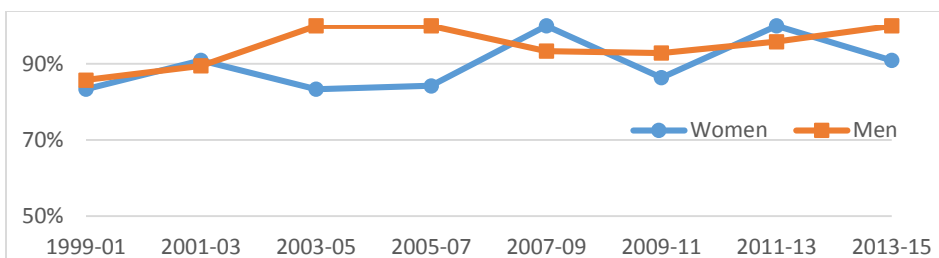
**Figure 2: Tenure-Track Faculty Outcomes in the Division of Social Studies: Hired May 1998-May 2012**  
Sources: HRS EPM data system as of August 20, 2015, IADS and legacy tenure files.



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

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

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



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

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

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Appendix 2

Headcount of Faculty & Staff by Gender

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

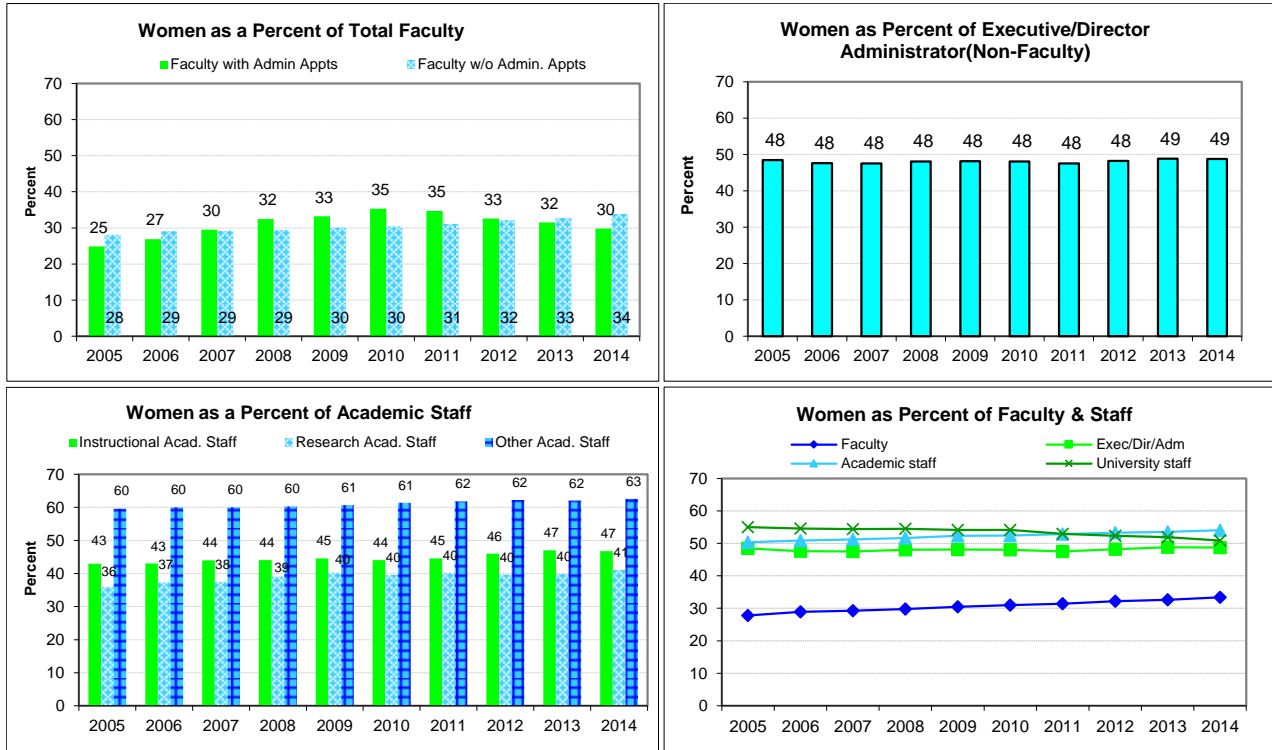
Source: October IADS and HRS data

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

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

(continued)

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



(continued)

Appendix 3

Headcount of Faculty & Staff by Race/Ethnicity

		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>Faculty</b>	Black	53	53	51	48	45	47	49	49	54	58
	Asian/Pacific Islander	198	206	216	228	232	238	233	246	256	264
	American Indian	11	12	13	13	12	10	9	9	8	6
	Hispanic	76	76	77	77	76	77	76	76	76	78
	White/Unknown	1,882	1,863	1,841	1,812	1,810	1,793	1,754	1,776	1,779	1,794
	Two or More Races						12	14	17	16	20
	<b>Total</b>	<b>2,220</b>	<b>2,210</b>	<b>2,198</b>	<b>2,178</b>	<b>2,175</b>	<b>2,177</b>	<b>2,135</b>	<b>2,173</b>	<b>2,189</b>	<b>2,220</b>
Faculty with Administrative Appointments	Black	8	8	8	4	5	3	4	7	5	6
	Asian/Pacific Islander	9	12	10	14	12	11	11	8	9	10
	American Indian	1	1	1	1	1	2	2	2	0	0
	Hispanic	8	6	5	4	5	8	8	8	9	10
	White/Unknown	207	211	203	211	215	210	211	207	216	210
	Two or More Races						4	4	4	2	2
	<b>Total</b>	<b>233</b>	<b>238</b>	<b>227</b>	<b>234</b>	<b>238</b>	<b>238</b>	<b>240</b>	<b>236</b>	<b>241</b>	<b>238</b>
Faculty without Administrative Appointments	Black	45	45	43	44	40	44	45	42	49	52
	Asian/Pacific Islander	189	194	206	214	220	227	222	237	247	254
	American Indian	10	11	12	12	11	8	7	7	8	6
	Hispanic	68	70	72	73	71	69	68	68	67	68
	White/Unknown	1,675	1,652	1,638	1,601	1,595	1,583	1,543	1,570	1,563	1,584
	Two or More Races						8	10	13	14	18
	<b>Total</b>	<b>1,987</b>	<b>1,972</b>	<b>1,971</b>	<b>1,944</b>	<b>1,937</b>	<b>1,939</b>	<b>1,895</b>	<b>1,937</b>	<b>1,948</b>	<b>1,982</b>
<b>Executive/ Director/ Administrator</b>	Black	19	18	20	21	21	20	21	25	24	22
	Asian/Pacific Islander	4	5	5	6	5	6	6	7	10	10
	American Indian	3	3	2	2	2	3	2	2	2	1
	Hispanic	16	16	16	16	16	18	19	15	13	15
	White/Unknown	346	334	340	342	355	361	357	375	378	384
	Two or More Races						2	1	1	3	3
	<b>Total</b>	<b>388</b>	<b>376</b>	<b>383</b>	<b>387</b>	<b>399</b>	<b>410</b>	<b>406</b>	<b>425</b>	<b>430</b>	<b>435</b>
<b>Academic Staff</b>	Black	93	110	111	109	124	119	125	132	132	132
	Asian/Pacific Islander	488	503	517	556	553	565	562	588	591	584
	American Indian	29	28	33	36	35	28	31	29	29	29
	Hispanic	153	137	135	147	149	147	153	156	160	165
	White/Unknown	5,927	5,908	6,030	6,137	6,260	6,424	6,367	6,434	6,501	6,643
	Two or more Races						34	35	44	53	64
	<b>Total</b>	<b>6,690</b>	<b>6,686</b>	<b>6,826</b>	<b>6,985</b>	<b>7,121</b>	<b>7,317</b>	<b>7,273</b>	<b>7,383</b>	<b>7,466</b>	<b>7,617</b>
Instructional Academic Staff	Black	28	34	34	33	35	34	33	31	29	32
	Asian/Pacific Islander	145	158	147	169	162	159	156	164	164	158
	American Indian	6	5	6	9	10	5	5	7	7	7
	Hispanic	62	52	48	53	53	57	59	57	51	57
	White/Unknown	1,797	1,774	1,813	1,875	1,923	1,962	1,942	2,029	2,038	2,064
	Two or more Races						8	8	11	18	21
	<b>Total</b>	<b>2,038</b>	<b>2,023</b>	<b>2,048</b>	<b>2,139</b>	<b>2,183</b>	<b>2,225</b>	<b>2,203</b>	<b>2,299</b>	<b>2,307</b>	<b>2,339</b>
Research Doctoral Academic Staff	Black	9	7	9	6	9	9	10	12	10	7
	Asian/Pacific Islander	209	203	215	220	218	229	229	233	242	238
	American Indian	1	1	1	2	2	2	2	2	2	3
	Hispanic	32	27	28	27	26	23	24	28	24	27
	White/Unknown	933	940	947	940	950	995	1008	1008	1002	1022
	Two or more Races						3	3	4	4	6
	<b>Total</b>	<b>1,184</b>	<b>1,178</b>	<b>1,200</b>	<b>1,195</b>	<b>1,205</b>	<b>1,261</b>	<b>1,276</b>	<b>1,287</b>	<b>1,284</b>	<b>1,303</b>
Other Academic Staff	Black	56	69	68	70	80	76	82	89	93	93
	Asian/Pacific Islander	134	142	155	167	173	177	177	191	185	188
	American Indian	22	22	26	25	23	21	24	20	20	19
	Hispanic	59	58	59	67	70	67	70	71	85	81
	White/Unknown	3,197	3,194	3,270	3,322	3,387	3,467	3,417	3,397	3,461	3,557
	Two or more Races						23	24	29	31	37
	<b>Total</b>	<b>3,468</b>	<b>3,485</b>	<b>3,578</b>	<b>3,651</b>	<b>3,733</b>	<b>3,831</b>	<b>3,794</b>	<b>3,797</b>	<b>3,875</b>	<b>3,975</b>

(continued)

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

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

Source: October IADS and HRS data

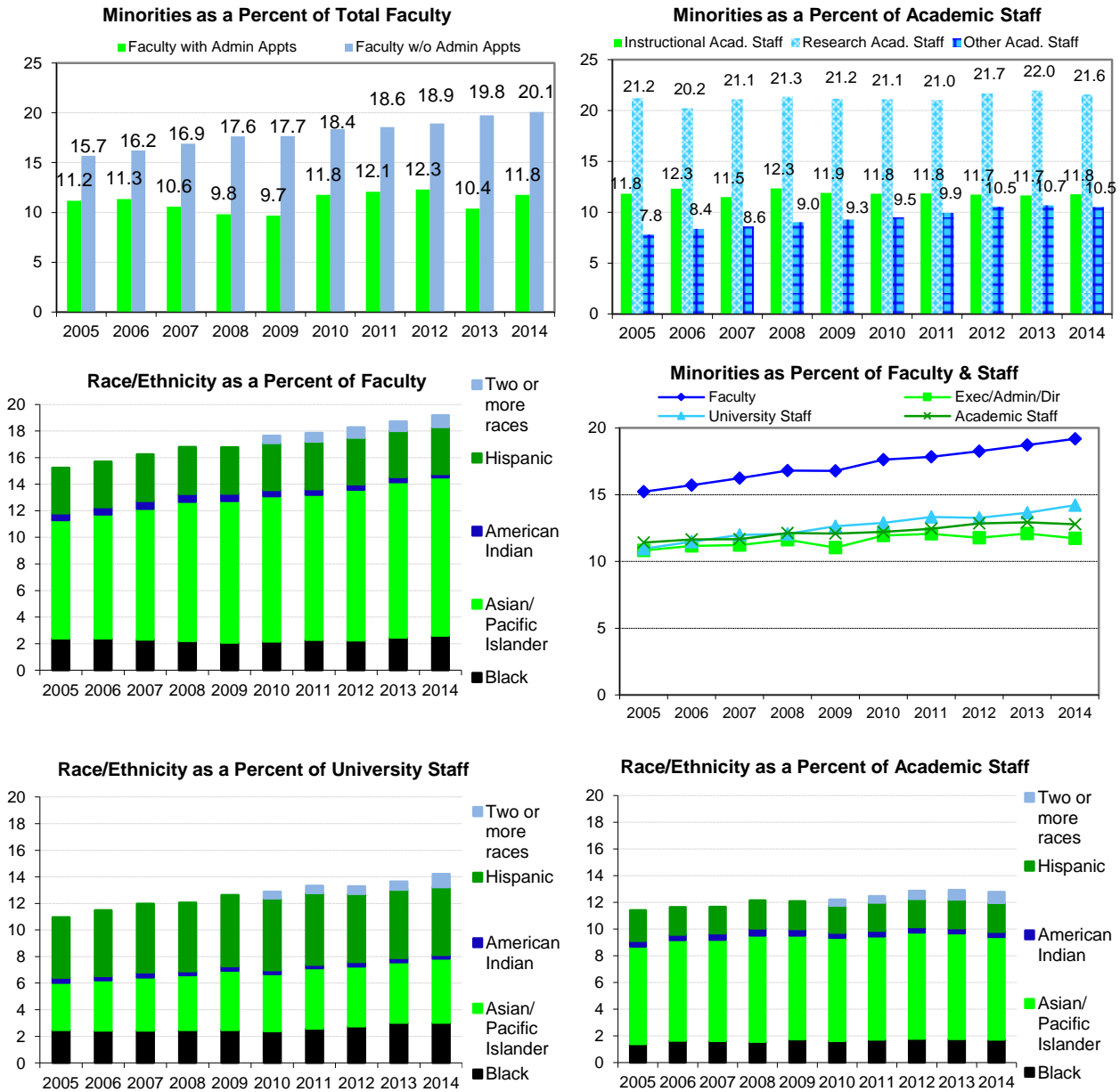
Notes: Non-duplicating headcount reported. LTEs. Student and Unclassified hourly workers excluded. In the graphs, Academic Staff includes Executive/Director/Administrator, Instructional and Other Academic Staff. Information on faculty with administrative appointments is incomplete for 2011 and 2012 and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

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

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

(continued)

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



(continued)

## Appendix 4

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

		Executive/		Instructional	Research	Other	Exempt	Non-Exempt	Employee-	Graduate	Total
		Faculty	Administrator	Academic Staff	Academic Staff	Academic Staff	Classified Staff	Classified Staff			
<b>Women</b>	Black	31	12	12	2	53	6	60	7	81	264
	Asian/Pacific Islar	78	8	79	99	114	34	112	79	537	1,140
	Native American	4	0	5	1	9	0	7	3	8	37
	Hispanic	31	7	28	12	48	10	119	14	137	406
	White	553	184	896	399	2,190	600	1,632	234	1,384	8,072
	Two or more races	11	1	12	2	27	7	24	7	42	133
	Unknown	34	0	61	20	47	8	61	60	111	402
	Total	742	212	1,093	535	2,488	665	2,015	404	2,300	10,454
	Percent Minority	21%	13%	12%	22%	10%	9%	16%	27%	35%	19%
<b>Men</b>	Black	27	10	20	5	40	17	77	2	54	252
	Asian/Pacific Islar	186	2	79	139	74	30	78	158	850	1,596
	Native American	2	1	2	2	10	2	5	2	16	42
	Hispanic	47	8	29	15	33	18	122	23	161	456
	White	1,147	196	1,011	569	1,290	790	1,315	241	1,749	8,308
	Two or more races	9	2	9	4	10	6	15	7	39	101
	Unknown	60	4	96	34	30	13	102	90	158	587
	Total	1,478	223	1,246	768	1,487	876	1,714	523	3,027	11,342
	Percent Minority	18%	10%	11%	21%	11%	8%	17%	37%	37%	22%
<b>Grand Total</b>		2,220	435	2,339	1,303	3,975	1,541	3,729	927	5,327	21,796
	Percent Women	33%	49%	47%	41%	43%	43%	44%	43%	48%	48%
	Percent Minority	19.2%	11.7%	11.8%	21.6%	10.5%	8.4%	16.6%	32.6%	36.1%	20.3%

Source: October HRS data

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

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

## Appendix 5

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

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

Source: October HRS data

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

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

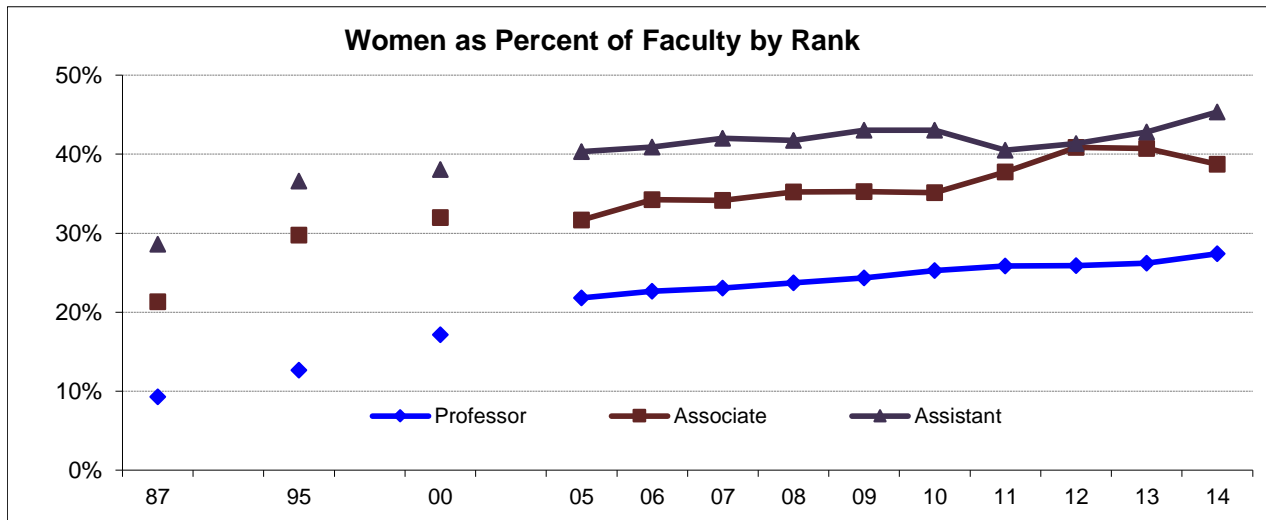
(continued)



Appendix 6

Faculty Headcount by Rank & Gender

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



Source: October IADS and HRS data

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

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

(continued)

Appendix 7

Faculty Headcount by Rank & Race/Ethnicity

		1987	1995	2000	2005	2006	2007	2008	2009	2009	2010	2011	2012	2013	2014
<b>Professor</b>	Black	17	20	18	26	27	27	25	22	20	21	20	22	23	
	Asian	44	52	57	77	79	87	93	100	109	111	115	123	139	
	American Indian	0	3	3	3	3	3	3	3	2	3	3	4	4	
	Hispanic	14	21	29	35	32	29	32	32	34	36	36	38	38	
	Two or more races									6	6	6	6	7	
	Unknown								11	15	10	13	18	21	
	White	1,431	1,333	1,253	1,194	1,176	1,169	1,141	1,113	1,097	1,057	1,078	1,079	1,092	
<b>Associate Professor</b>	Black	5	10	11	7	5	6	8	7	8	6	8	10	9	
	Asian	20	25	31	39	51	51	60	57	58	51	58	66	60	
	American Indian	3	2	1	3	5	5	6	5	5	5	6	4	2	
	Hispanic	6	16	13	11	14	16	12	15	18	19	17	18	24	
	Two or more races									2	3	4	2	3	
	Unknown								10	13	14	16	20	18	
	White	337	401	335	297	319	323	343	340	343	334	312	300	297	
<b>Assistant Professor</b>	Black	4	10	23	20	21	18	15	16	19	22	21	22	26	
	Asian	24	37	59	82	76	78	76	75	71	71	73	67	65	
	American Indian	0	3	2	5	4	5	4	4	3	1	0	0	0	
	Hispanic	9	15	17	30	30	31	35	29	25	21	23	20	16	
	Two or more races									4	5	7	8	10	
	Unknown								18	24	39	45	51	55	
	White	442	334	322	391	365	349	325	318	300	300	312	311	311	
<b>Instructor</b>	Black	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	
	American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	

(continued)

	Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or more races									0	0	0	0	0
	Unknown									1	0	0	0	0
	White	4	0	0	0	3	1	0	0	0	0	0	0	0
<b>Total Faculty</b>	Black	26	40	52	53	53	51	48	45	47	49	49	54	58
	Asian	88	114	147	198	206	216	229	232	238	233	246	256	264
	American Indian	3	8	6	11	12	13	13	12	10	9	9	8	6
	Hispanic	29	52	59	76	76	76	79	76	77	76	76	76	78
	Two or more races									12	14	17	16	20
	Unknown								39	53	63	74	89	94
	White	2,214	2,068	1,910	1,882	1,863	1,842	1,809	1,771	1,740	1,691	1,702	1,690	1,700
	<b>Total</b>	2,360	2,282	2,174	2,220	2,210	2,198	2,178	2,175	2,177	2,135	2,173	2,189	2,220
<i>Minority as % of Total</i>		6.2	9.4	12.1	15.2	15.7	16.2	16.9	16.8	17.6	17.8	18.3	18.7	19.2

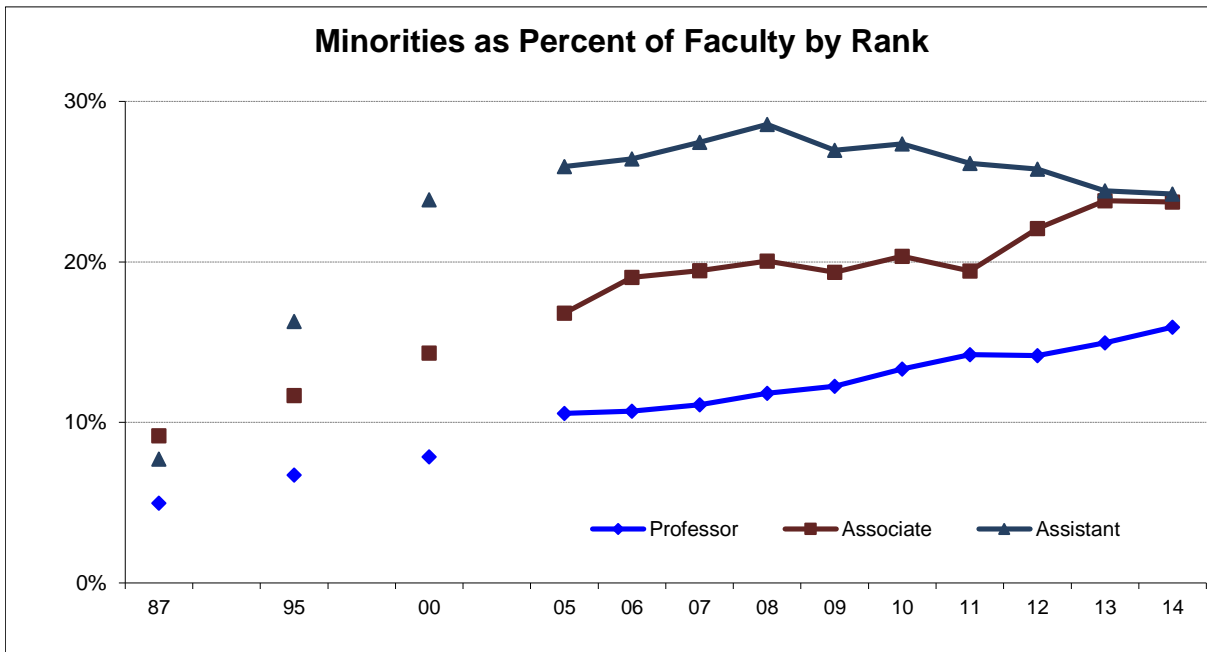
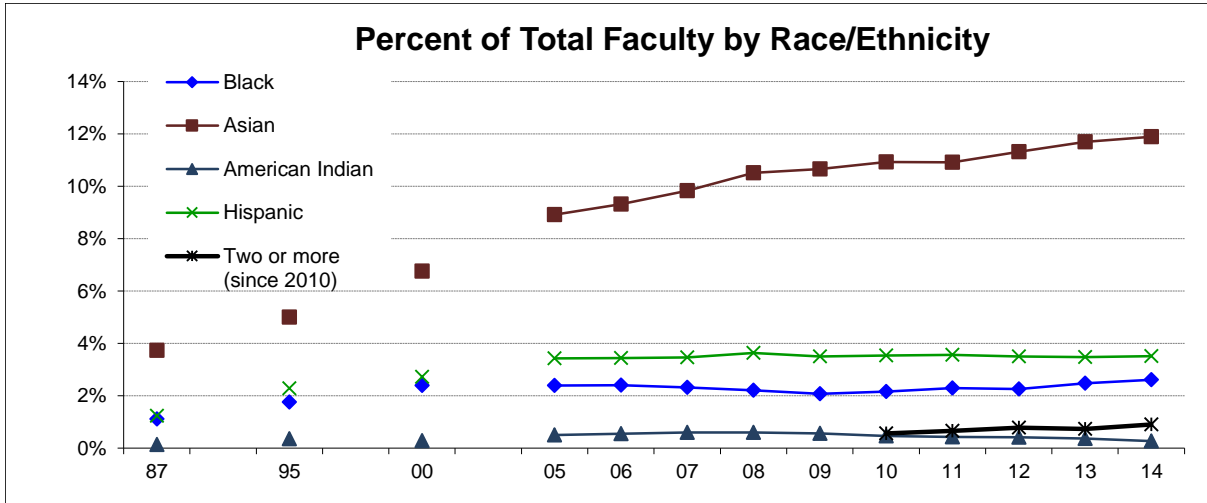
Source: October IADS and HRS data

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

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

(continued)

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



(continued)

**Appendix 8**

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

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

Source: HRS and IADS data

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

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

(continued)

**Appendix 9**

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

Year of Hire	Total Faculty Hired	Minority Faculty Hired							
		Total	Black	Asian	American Indian	Hispanic	Two or More Races	Percent Minority	Non-Asian Minority
<b>Pre-Madison Plan</b>									
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%
<b>Madison Plan</b>									
1988-89	196	28	4	9	2	13		14%	10%
1989-90	149	25	7	7	2	9		17%	12%
1990-91	144	26	5	18	0	3		18%	6%
1991-92	127	24	7	8	1	8		19%	13%
1992-93	113	13	3	5	2	3		12%	7%
<b>Post-Madison Plan</b>									
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%
<b>Strategic Hiring Initiative</b>									
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%
<b>Post-Strategic Hiring Initiative</b>									
2002-03	123	24	3	18	1	2		20%	5%
<b>Strategic Hiring Initiative - Reestablished</b>									
2003-04	99	25	0	14	2	9		25%	11%
2004-05	97	23	5	14	0	4		24%	9%
2005-06	106	25	2	13	0	10		24%	11%
2006-07	113	27	4	18	1	4		24%	8%
2007-08	111	33	4	21	1	7		30%	11%
2008-09	94	21	1	17	0	3		22%	4%
2009-10	93	20	5	12	0	3		22%	9%
2010-11	105	29	5	19	0	3	2	28%	10%
2011-12*	119	10	4	3	0	3	0	8%	6%
2012-13	129	37	4	24	0	5	4	29%	9%
2013-14	110	26	6	14	0	4	2	24%	9%
2014-15	101	27	6	12	0	4	5	27%	14%
	1277	303	46	181	4	59	9	24%	9%

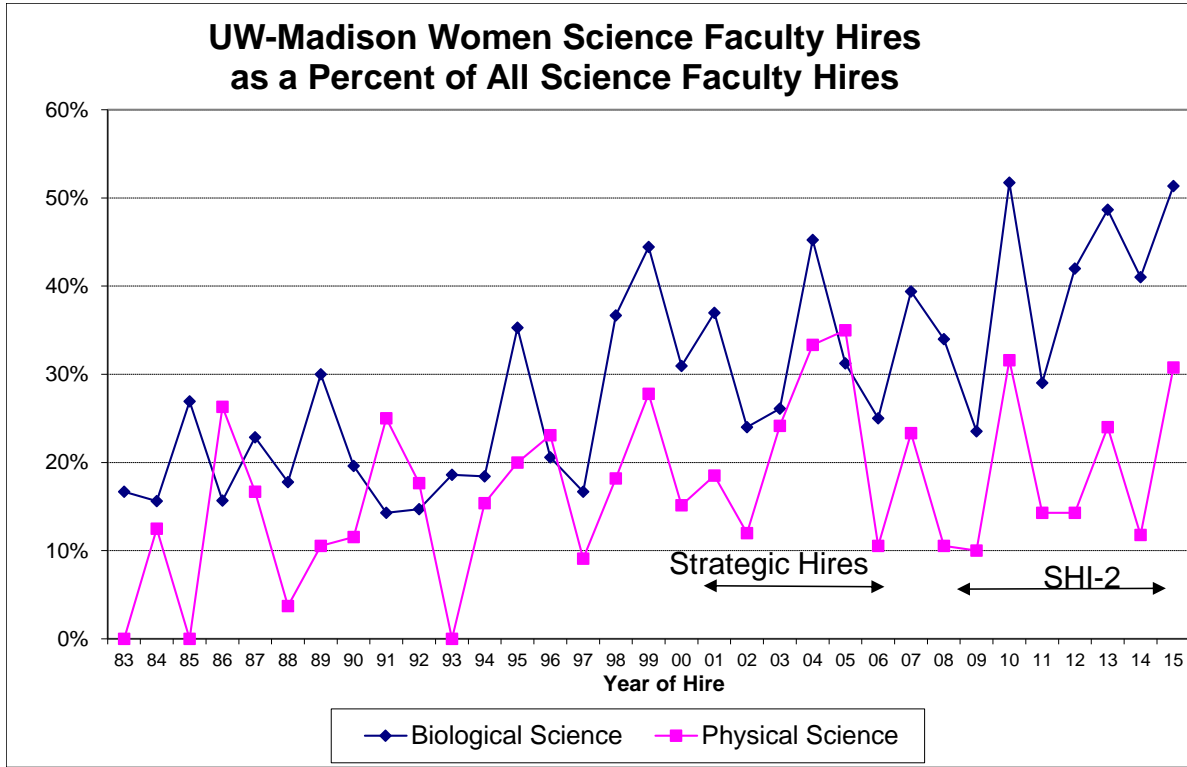
Source: HRS and IADS data

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

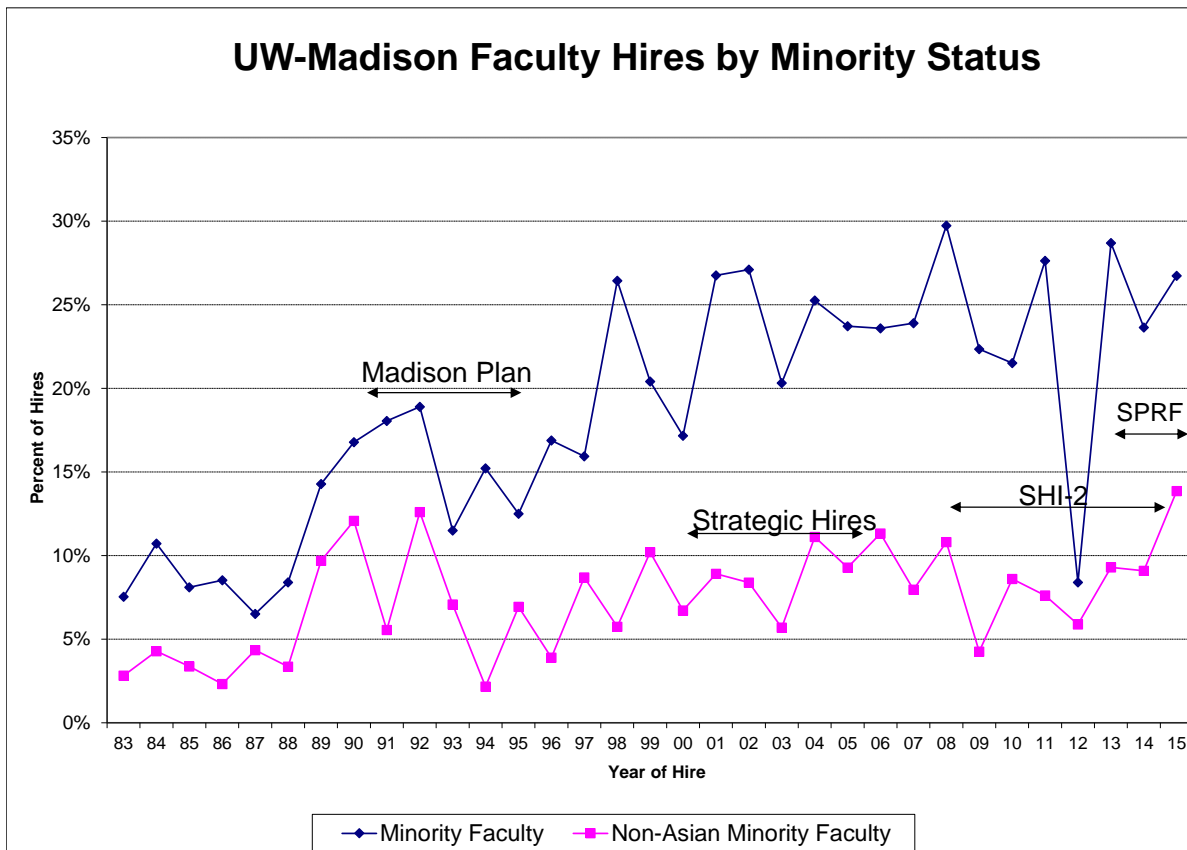
Prepared by: Office of Academic Planning & Institutional Research, 9/1/2015

(continued)

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



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



(continued)

**Appendix 10**

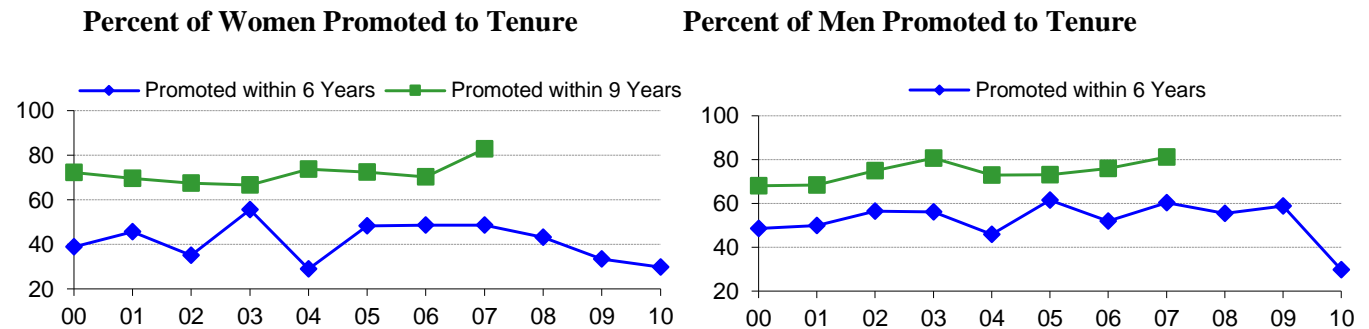
**Faculty Promotions to Tenure by Gender**

Entering Cohort	Women					Men				
	Total Hired	Promoted within Six Years		Promoted within Nine Years		Total Hired	Promoted within Six Years		Promoted within Nine Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1999-00	36	14	39	26	72	72	35	49	49	68
2000-01	46	21	46	32	70	76	38	50	52	68
2001-02	40	14	35	27	68	76	43	57	57	75
2002-03	36	20	56	24	67	57	32	56	46	81
2003-04	38	11	29	28	74	37	17	46	27	73
2004-05	29	14	48	21	72	52	32	62	38	73
2005-06	37	18	49	26	70	50	26	52	38	76
2006-07	35	17	49	29	83	48	29	60	39	81
2007-08	37	16	43			54	30	56		
2008-09	18	6	33			51	30	59		
2009-10	37	11	30			37	11	30		
<b>Average</b>			<b>42</b>		<b>72</b>			<b>53</b>		<b>74</b>

Source: UW-Madison Tenure file and IADS

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

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



(continued)



**Appendix 11**

**Faculty Promotions by Minority Status**

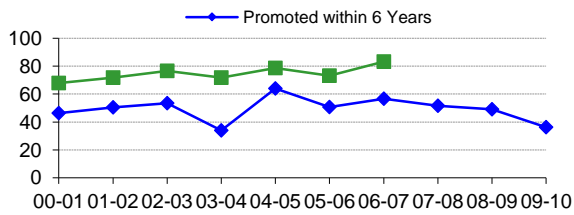
Entering Cohort	Minority					Non-Minority				
	Total Hired	Promoted within Six Years		Promoted within Nine Years		Total Hired	Promoted within Six Years		Promoted within Nine Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1999-00	22	9	41	14	64	86	40	47	61	71
2000-01	38	20	53	27	71	84	39	46	57	68
2001-02	31	14	45	23	74	85	43	51	61	72
2002-03	20	13	65	14	70	73	39	53	56	77
2003-04	22	10	45	17	77	53	18	34	38	72
2004-05	20	7	35	11	55	61	39	64	48	79
2005-06	20	10	50	15	75	67	34	51	49	73
2006-07	23	12	52	18	78	60	34	57	50	83
2007-08	29	14	48			62	32	52		
2008-09	18	11	61			51	25	49		
2009-10	16	1	6			58	21	36		
Average			47		71			49		74

Source: UW-Madison Tenure file and IADS

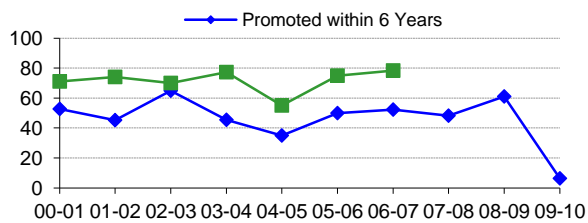
Note: Includes only individuals hired as probationary faculty in 2009-2010 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, or two or more races. Five faculty hired between 1999-2000 and 2006-2007 were promoted after 9 years (not shown).

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

**Percent of Minority Faculty Appointed to Tenure**



**Percent of Non-Minority Faculty Appointed to Tenure**



(continued)

**Appendix 12**

**Faculty Promotions to Tenure by Gender & Minority Status**

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

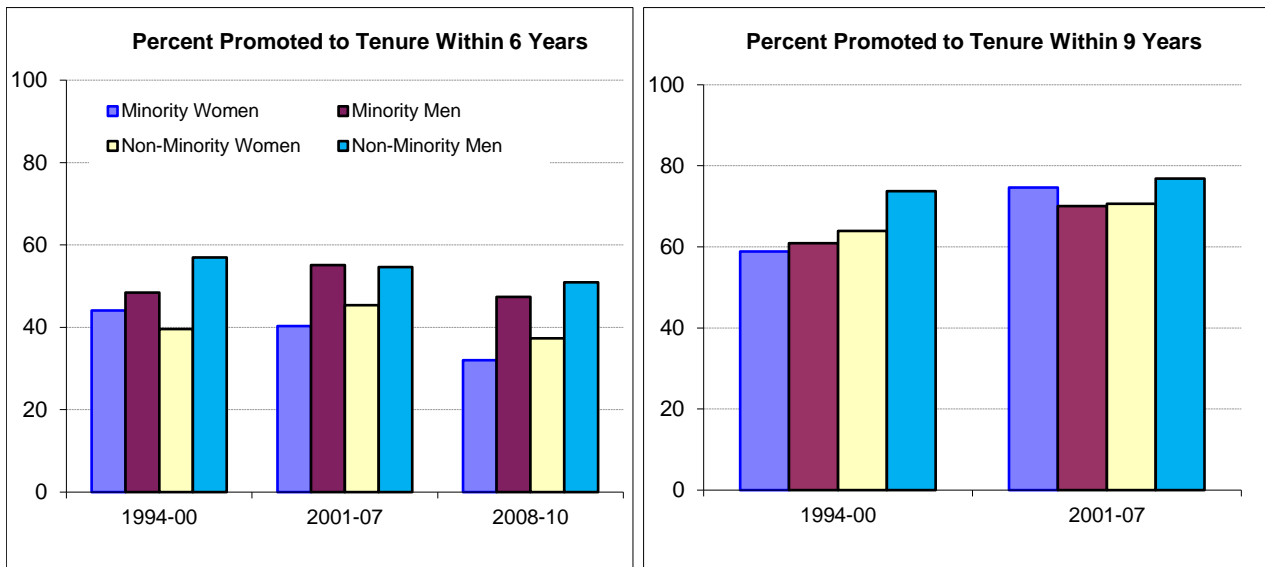
  

Year of Hire	Non-Minority Women					Non-Minority Men				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1994-00	144	57	40	92	64	244	139	57	180	74
2001-07	194	88	45	137	71	289	158	55	222	77
2008-10	67	25	37			104	53	51		
Average	25	11	42%	16	68%	40	22	55%	29	75%

Source: UW-Madison Tenure File, IADS and HRS

Notes: Includes only individuals hired as probationary faculty. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Minority faculty include those who identified themselves as Black, Asian, Hispanic, Native American, Pacific Islander, or two or more races. Whites and those who chose not to report race or ethnicity are reported as non-minority. Eight faculty hired between 1993-1994 and 2006-2007 still held probationary appointments after 9 years and were subsequently promoted (not shown).

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



(continued)

Appendix 13

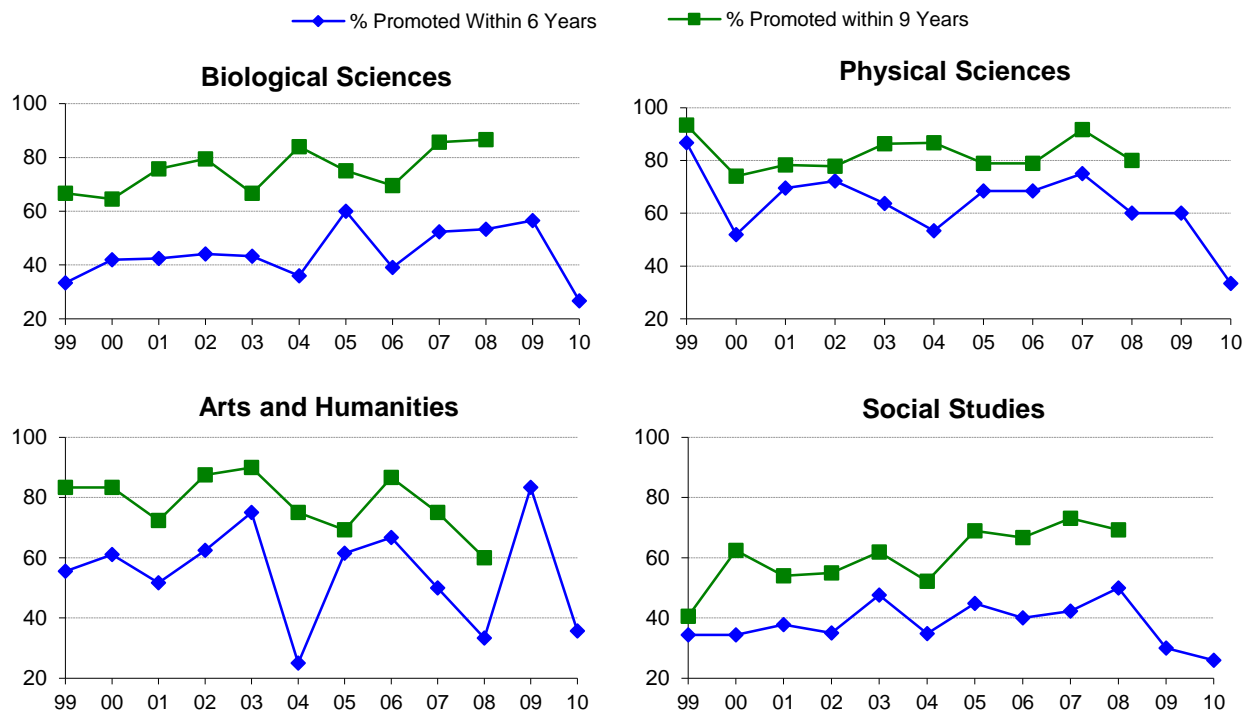
Faculty Promotions to Tenure by Divisional Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social Studies		
	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years
1998-99	15	33	67	15	87	93	18	56	83	32	34	41
1999-00	31	42	65	27	52	74	18	61	83	32	34	63
2000-01	33	42	76	23	70	78	29	52	72	37	38	54
2001-02	34	44	79	18	72	78	24	63	88	40	35	55
2002-03	30	43	67	22	64	86	20	75	90	21	48	62
2003-04	25	36	84	15	53	87	12	25	75	23	35	52
2004-05	20	60	75	19	68	79	13	62	69	29	45	69
2005-06	23	39	70	19	68	79	15	67	87	30	40	67
2006-07	21	52	86	24	75	92	12	50	75	26	42	73
2007-08	30	53	87	20	60	80	15	33	60	26	50	69
2008-09	23	57		20	60		6	83		20	30	
2009-10	15	27		18	33		14	36		27	26	
Average	25	45	74	20	64	82	16	55	81	29	38	59

Source: UW-Madison Tenure File and IADS

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

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



(continued)

## Appendix 14

### Faculty Promotions to Tenure by Gender and Divisional Affiliation

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

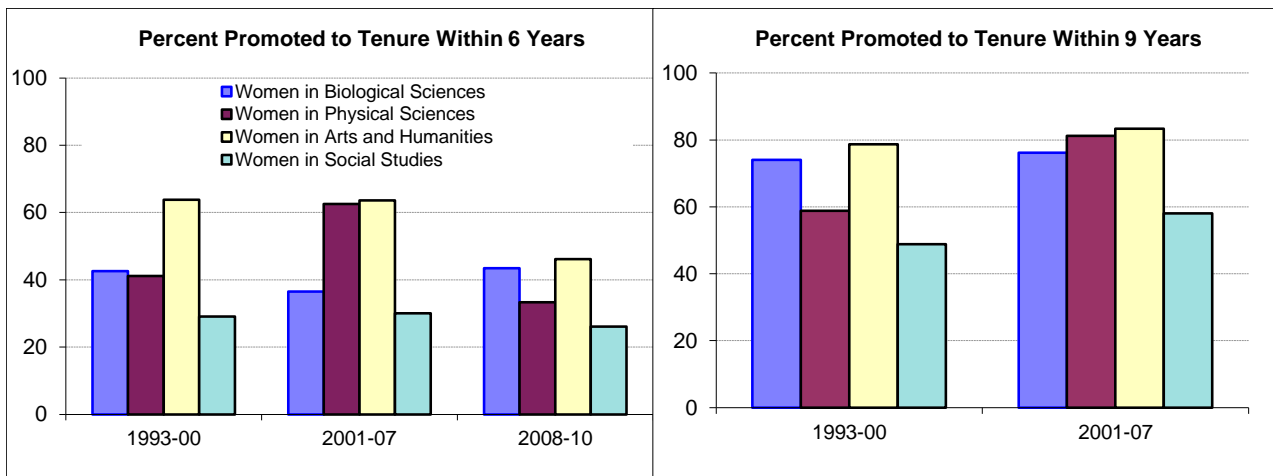
  

Year of Hire	Women in Arts and Humanities					Women in Social Studies				
	Total Hired	Promoted within 6 Years		Promoted within 9 Years		Total Hired	Promoted within 6 Years		Promoted within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1993-00	47	30	64	37	79	86	25	29	42	49
2001-07	66	42	64	55	83	100	30	30	58	58
2008-10	13	6	46			23	6	26		
Average	8	5	62%	7	81%	13	4	29%	7	54%

Source: UW-Madison Tenure File, IADS and HRS

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

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



(continued)

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

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

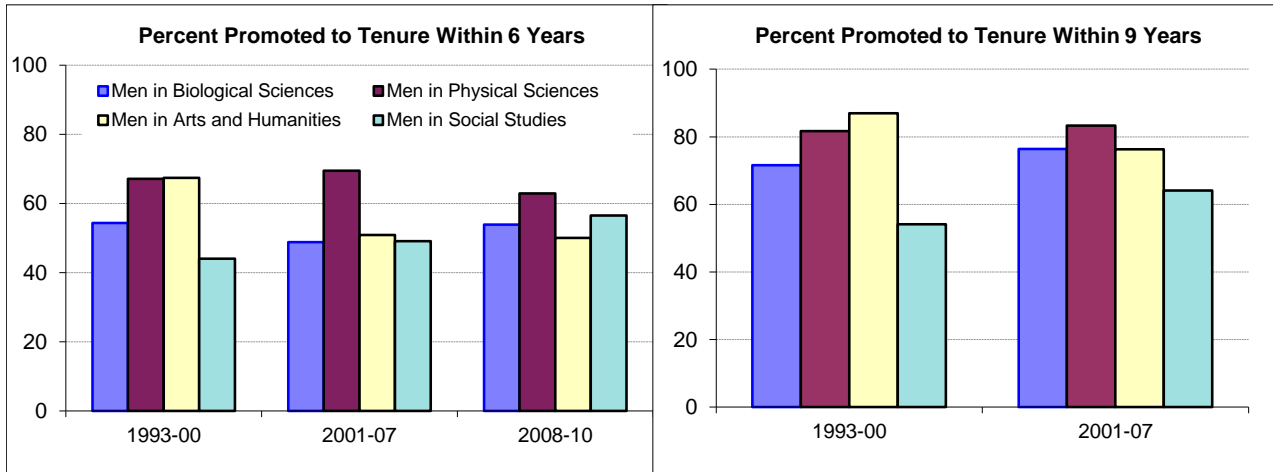
  

Year of Hire	Men in Arts and Humanities						Men in Social Studies					
	Promoted within 6 Years			Promoted within 9 Years			Promoted within 6 Years			Promoted within 9 Years		
	Total Hired	Count	Percent	Count	Percent	Total Hired	Count	Percent	Count	Percent		
1993-00	46	31	67	40	87	109	48	44	59	54		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

Source: UW-Madison Tenure File, IADS and HRS

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

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



(continued)

**Appendix 15**

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

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

Source: IADS, HRS as of October

Notes: Includes both paid and zero-dollar positions.

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

(continued)

**Appendix 16**

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

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

Source: IADS and HRS EPM OCTJOB as of October

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

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

(continued)

Appendix 17

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

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

Source: IADS and HRS frozen slice, October

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

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

(continued)



**Appendix 18**

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

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

Source: IADS appointment system frozen slice, October

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

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