

Committee on Women in the University
(Faculty Policies & Procedures 6.56.)
Annual Report, 2015-2016
APPENDICES

Appendix 1

Headcount of Faculty & Staff by Gender

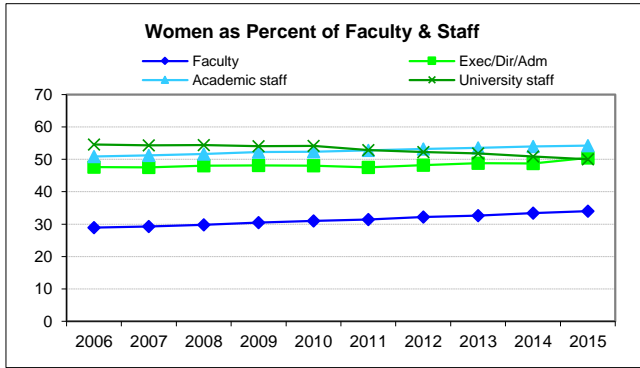
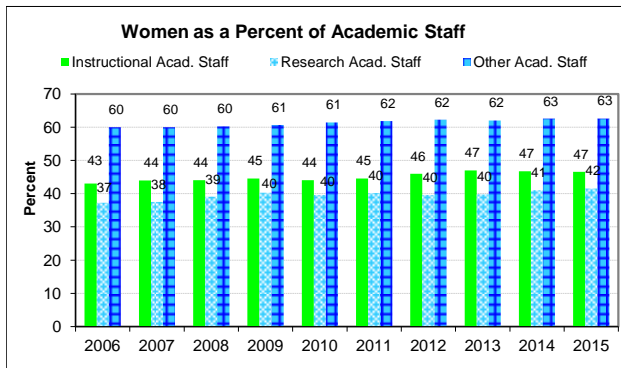
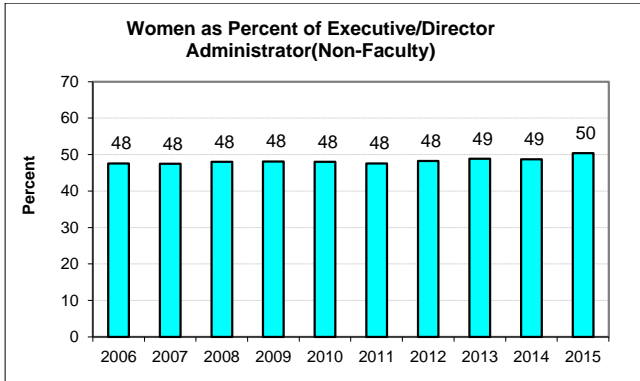
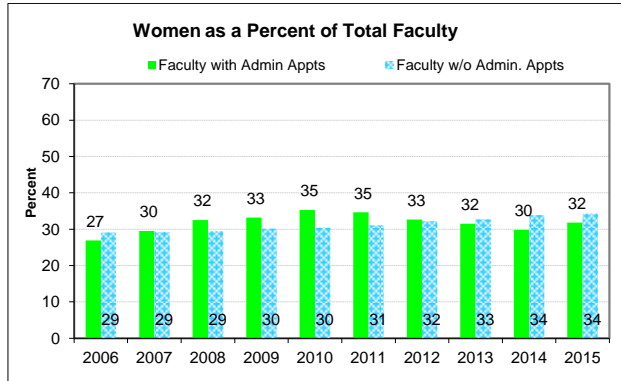
		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Faculty	Women	639	643	648	663	674	671	700	714	742	750
	Men	1,571	1,555	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455
	Total	2,210	2,198	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205
Faculty with Administrative Appointments	Women	64	67	76	79	84	78	77	76	71	71
	Men	174	160	158	159	154	147	159	165	167	152
	Total	238	227	234	238	238	225	236	241	238	223
Faculty without Administrative Appointments	Women	575	576	572	584	590	593	623	638	671	679
	Men	1,397	1,395	1,372	1,353	1,349	1,317	1,314	1,310	1,311	1,303
	Total	1,972	1,971	1,944	1,937	1,939	1,910	1,937	1,948	1,982	1,982
Executive/Director/Administrator(Non-Faculty)	Women	179	182	186	192	197	193	205	210	212	231
	Men	197	201	201	207	213	213	220	220	223	227
	Total	376	383	387	399	410	406	425	430	435	458
Academic Staff	Women	3,401	3,498	3,609	3,724	3,833	3,836	3,930	3,999	4,116	4,224
	Men	3,285	3,328	3,376	3,397	3,484	3,429	3,453	3,467	3,501	3,566
	Total	6,686	6,826	6,985	7,121	7,317	7,265	7,383	7,466	7,617	7,790
Instructional Academic Staff	Women	871	901	942	973	981	981	1,057	1,084	1,093	1,103
	Men	1,152	1,147	1,197	1,210	1,244	1,221	1,242	1,223	1,246	1,264
	Total	2,023	2,048	2,139	2,183	2,225	2,202	2,299	2,307	2,339	2,367
Research Doctoral Academic Staff	Women	439	450	467	485	499	512	510	511	535	541
	Men	739	750	728	720	762	763	777	773	768	761
	Total	1,178	1,200	1,195	1,205	1,261	1,275	1,287	1,284	1,303	1,302
Other Academic Staff	Women	2,091	2,147	2,200	2,266	2,353	2,343	2,363	2,404	2,488	2,580
	Men	1,394	1,431	1,451	1,467	1,478	1,445	1,434	1,471	1,487	1,541
	Total	3,485	3,578	3,651	3,733	3,831	3,788	3,797	3,875	3,975	4,121
University Staff	Women	2,829	2,843	2,866	2,904	2,929	2,779	2,777	2,774	2,680	2,522
	Men	2,353	2,385	2,399	2,462	2,481	2,473	2,534	2,575	2,590	2,519
	Total	5,182	5,228	5,265	5,366	5,410	5,252	5,311	5,349	5,270	5,041
Exempt University Staff	Women						691	688	699	665	573
	Men						830	847	886	876	739
	Total						1,521	1,535	1,585	1,541	1,312
Non-Exempt University Staff	Women						2,088	2,089	2,075	2,015	1,949
	Men						1,643	1,687	1,689	1,714	1,780
	Total						3,731	3,776	3,764	3,729	3,729
Employes- in- Training	Women	324	325	361	424	422	400	398	395	404	415
	Men	503	482	507	571	588	634	588	519	523	519
	Total	827	807	868	995	1,010	1,034	986	914	927	934
Graduate Assistants	Women	2,310	2,261	2,279	2,327	2,391	2,345	2,355	2,364	2,300	2,241
	Men	2,828	2,822	2,728	2,779	2,900	2,915	2,991	3,015	3,027	2,939
	Total	5,138	5,083	5,007	5,106	5,291	5,260	5,346	5,379	5,327	5,180
Total	Women	9,682	9,752	9,949	10,234	10,446	10,224	10,365	10,456	10,454	10,383
	Men	10,737	10,773	10,741	10,928	11,169	11,128	11,259	11,271	11,342	11,225
Grand Total	Total	20,419	20,525	20,690	21,162	21,615	21,352	21,624	21,727	21,796	21,608

Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: October IADS and HRS data.

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

Appendix 1, continued:



(continued)

Appendix 2

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

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Faculty	Black/African American (only)	53	51	48	45	47	49	49	54	58	56
	Asian/Pacific Islander (only)	206	216	228	232	238	233	246	256	264	267
	American Indian (only)	12	13	13	12	10	9	9	8	6	7
	Hispanic (all races)	76	77	77	76	77	76	76	76	78	80
	White (only) or Unknown	1,863	1,841	1,812	1,810	1,793	1,754	1,776	1,779	1,794	1,773
	2 or more races (non- Hispanic)					12	14	17	16	20	22
Total		2,210	2,198	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205
Faculty with Administrative Appointments	Black/African American (only)	8	8	4	5	3	4	7	5	6	7
	Asian/Pacific Islander (only)	12	10	14	12	11	11	8	9	10	11
	American Indian (only)	1	1	1	1	2	2	2	0	0	0
	Hispanic (all races)	6	5	4	5	8	8	8	9	10	8
	White (only) or Unknown	211	203	211	215	210	211	207	216	210	197
	2 or more races (non- Hispanic)					4	4	4	2	2	0
Total		238	227	234	238	238	240	236	241	238	223
Faculty without Administrative Appointments	Black/African American (only)	45	43	44	40	44	45	42	49	52	49
	Asian/Pacific Islander (only)	194	206	214	220	227	222	237	247	254	256
	American Indian (only)	11	12	12	11	8	7	7	8	6	7
	Hispanic (all races)	70	72	73	71	69	68	68	67	68	72
	White (only) or Unknown	1,652	1,638	1,601	1,595	1,583	1,543	1,570	1,563	1,584	1,576
	2 or more races (non- Hispanic)					8	10	13	14	18	22
Total		1,972	1,971	1,944	1,937	1,939	1,895	1,937	1,948	1,982	1,982
Executive/ Director/ Administrator	Black/African American (only)	18	20	21	21	20	21	25	24	22	23
	Asian/Pacific Islander (only)	5	5	6	5	6	6	7	10	10	13
	American Indian (only)	3	2	2	2	3	2	2	2	1	3
	Hispanic (all races)	16	16	16	16	18	19	15	13	15	14
	White (only) or Unknown	334	340	342	355	361	357	375	378	384	401
	2 or more races (non- Hispanic)					2	1	1	3	3	4
Total		376	383	387	399	410	406	425	430	435	458
Academic Staff	Black/African American (only)	110	111	109	124	119	125	132	132	132	142
	Asian/Pacific Islander (only)	503	517	556	553	565	562	588	591	584	593
	American Indian (only)	28	33	36	35	28	31	29	29	29	26
	Hispanic (all races)	137	135	147	149	147	153	156	160	165	182
	White (only) or Unknown	5,908	6,030	6,137	6,260	6,424	6,367	6,434	6,501	6,643	6,755
	2 or more races (non- Hispanic)					34	35	44	53	64	92
Total		6,686	6,826	6,985	7,121	7,317	7,273	7,383	7,466	7,617	7,790
Instructional Academic Staff	Black/African American (only)	34	34	33	35	34	33	31	29	32	34
	Asian/Pacific Islander (only)	158	147	169	162	159	156	164	164	158	168
	American Indian (only)	5	6	9	10	5	5	7	7	7	5
	Hispanic (all races)	52	48	53	53	57	59	57	51	57	55
	White (only) or Unknown	1,774	1,813	1,875	1,923	1,962	1,942	2,029	2,038	2,064	2,084
	2 or more races (non- Hispanic)					8	8	11	18	21	21
Total		2,023	2,048	2,139	2,183	2,225	2,203	2,299	2,307	2,339	2,367
Research Doctoral Academic Staff	Black/African American (only)	7	9	6	9	9	10	12	10	7	11
	Asian/Pacific Islander (only)	203	215	220	218	229	229	233	242	238	234
	American Indian (only)	1	1	2	2	2	2	2	2	3	3
	Hispanic (all races)	27	28	27	26	23	24	28	24	27	29
	White (only) or Unknown	940	947	940	950	995	1008	1008	1002	1022	1017
	2 or more races (non- Hispanic)					3	3	4	4	6	8
Total		1,178	1,200	1,195	1,205	1,261	1,276	1,287	1,284	1,303	1,302
Other Academic Staff	Black/African American (only)	69	68	70	80	76	82	89	93	93	97
	Asian/Pacific Islander (only)	142	155	167	173	177	177	191	185	188	191
	American Indian (only)	22	26	25	23	21	24	20	20	19	18
	Hispanic (all races)	58	59	67	70	67	70	71	85	81	98
	White (only) or Unknown	3,194	3,270	3,322	3,387	3,467	3,417	3,397	3,461	3,557	3,654
	2 or more races (non- Hispanic)					23	24	29	31	37	63
Total		3,485	3,578	3,651	3,733	3,831	3,794	3,797	3,875	3,975	4,121

(continued)

Appendix 2, continued:

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
University Staff	Black/African American (only)	126	127	130	133	129	136	146	162	160	152
	Asian/Pacific Islander (only)	196	209	217	239	233	238	239	243	254	255
	American Indian (only)	17	20	16	18	16	14	18	17	14	14
	Hispanic (all races)	256	270	272	288	291	283	272	275	269	269
	White (only) or Unknown	4,587	4,602	4,630	4,688	4,713	4,552	4,606	4,619	4,521	4,302
	2 or more races (non-Hispanic)					28	29	30	33	52	49
Total		5,182	5,228	5,265	5,366	5,410	5,252	5,311	5,349	5,270	5,041
Exempt University Staff	Black/African American (only)						24	25	26	23	22
	Asian/Pacific Islander (only)						65	64	67	64	54
	American Indian (only)						3	5	4	2	2
	Hispanic (all races)						31	28	27	28	23
	White (only) or Unknown						1,389	1,406	1,453	1,411	1,201
	2 or more races (non-Hispanic)						9	7	8	13	10
Total						1,521	1,535	1,585	1,541	1,312	
Non-Exempt University Staff	Black/African American (only)						112	121	136	137	130
	Asian/Pacific Islander (only)						173	175	176	190	201
	American Indian (only)						11	13	13	12	12
	Hispanic (all races)						252	244	248	241	246
	White (only) or Unknown						3,163	3,200	3,166	3,110	3,101
	2 or more races (non-Hispanic)						20	23	25	39	39
Total						3,731	3,776	3,764	3,729	3,729	
Employes- in- Training	Black/African American (only)	9	14	24	20	23	17	14	10	9	8
	Asian/Pacific Islander (only)	271	275	306	341	324	315	273	244	237	263
	American Indian (only)	1	1	0	0	2	2	1	1	5	3
	Hispanic (all races)	48	46	37	48	36	33	31	35	37	36
	White (only) or Unknown	498	471	501	586	625	674	663	614	625	609
	2 or more races (non-Hispanic)					0	0	4	10	14	15
Total		827	807	868	995	1,010	1,041	986	914	927	934
Graduate Assistants	Black/African American (only)	127	147	141	147	140	145	142	145	133	128
	Asian/Pacific Islander (only)	1,412	1,345	1,327	1,398	1,257	1,270	1,319	1,351	1,386	1,384
	American Indian (only)	29	27	27	34	27	17	17	29	24	17
	Hispanic (all races)	265	273	260	255	268	262	273	294	299	296
	White (only) or Unknown	3,305	3,291	3,252	3,272	3,589	3,538	3,534	3,498	3,404	3,272
	2 or more races (non-Hispanic)					10	42	61	62	81	83
Total		5,138	5,083	5,007	5,106	5,291	5,274	5,346	5,379	5,327	5,180
Total	Black/African American (only)	317	343	343	357	349	493	508	527	514	509
	Asian/Pacific Islander (only)	2,397	2,358	2,423	2,529	2,390	2,624	2,672	2,695	2,735	2,775
	American Indian (only)	73	76	78	83	70	75	76	86	79	70
	Hispanic (all races)	542	547	537	544	546	826	823	853	863	877
	White (only) or Unknown	11,908	11,973	12,044	12,283	12,792	17,242	17,388	17,389	17,371	17,112
	2 or more races (non-Hispanic)					58	121	157	177	234	265
Grand Total		15,237	15,297	15,425	15,796	16,205	21,381	21,624	21,727	21,796	21,608

Prepared by UW-Madison Office of Academic Research & Institutional Planning

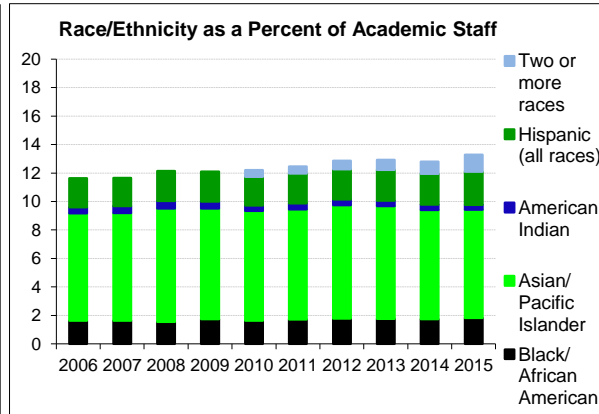
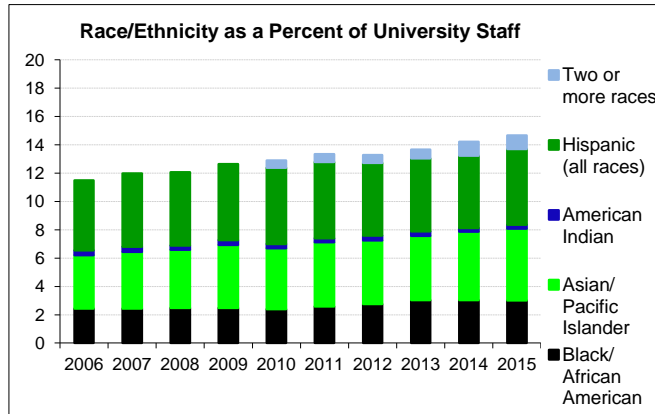
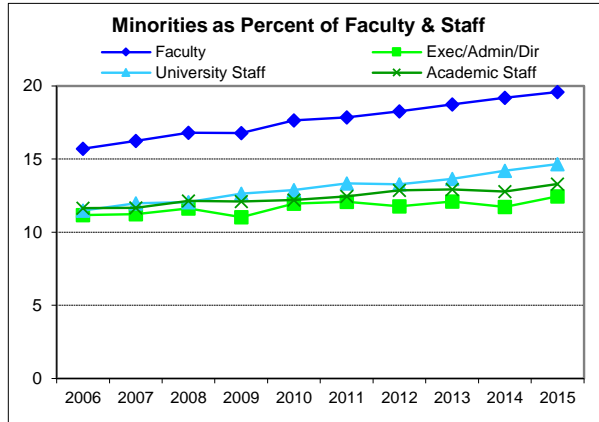
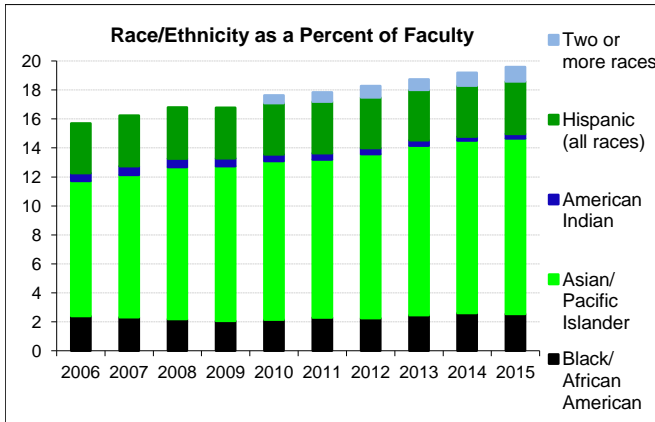
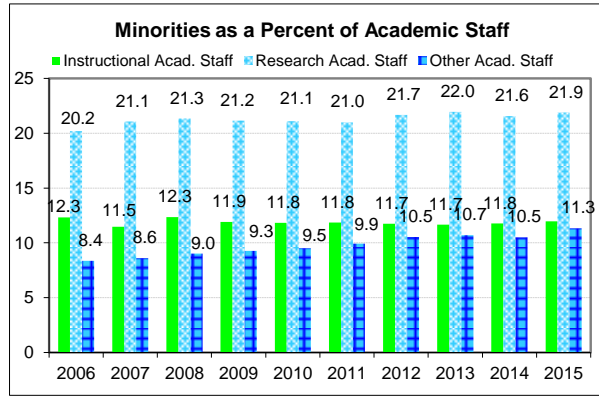
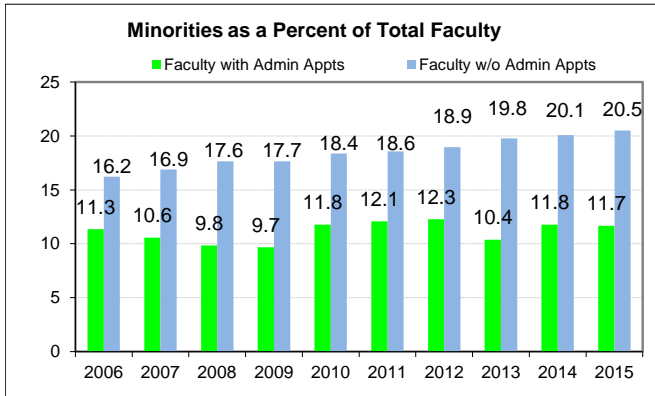
Source: October IADS and HRS data.

Notes: Non-duplicating headcount reported. If an individual holds more than one appointment category, that person is reported under the first appointment category that applies, according to the order given in the table. E.g., an individual with both Instructional Academic Staff and Other Academic Staff appointments is shown as Instructional Academic Staff. LTEs, student and unclassified hourly workers are excluded. Prior to 2015, University Staff were called Classified Staff. In the graphs, Academic Staff includes Executive/Director/Administrator, Instructional and Other Academic Staff.

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

(continued)

Hispanic, or White.
Appendix 2, continued:



(continued)

Appendix 3

2015 Headcount of Faculty & Staff by Gender and Race/Ethnicity

	Faculty	Executive/ Director/ Administrator	Instructional Academic Staff	Research Academic Staff	Other Academic Staff	Exempt Classified Staff	Non-Exempt Classified Staff	Employes- in-Training	Graduate Assistants	Total
Women										
Black/African American (only)	29	12	15	4	54	6	60	5	69	254
Asian (only)	79	10	79	104	120	32	114	83	525	1,146
American Indian (only)	4	0	4	1	8	0	7	2	6	32
Hispanic (all races)	33	5	26	15	56	11	118	16	133	413
Pacific Islander (only)	1	0	1	0	1	0	1	1	1	6
White (only)	558	202	896	394	2,243	510	1,566	243	1,357	7,969
2 or more races (non-Hispanic)	11	1	12	3	42	6	20	9	48	152
Unknown	35	1	70	20	56	8	63	56	102	411
Total	750	231	1,103	541	2,580	573	1,949	415	2,241	10,383
Percent Minority	21%	12%	12%	23%	11%	10%	16%	28%	35%	19%
Men										
Black/African American (only)	27	10	19	7	43	16	70	3	58	253
Asian (only)	187	3	88	130	69	22	84	178	857	1,618
American Indian (only)	3	3	1	2	10	2	5	1	11	38
Hispanic (all races)	47	9	29	14	42	12	128	20	164	465
Pacific Islander (only)	0	0	0	0	1	0	2	1	2	6
White (only)	1,118	193	1,002	569	1,317	672	1,372	230	1,669	8,142
2 or more races (non-Hispanic)	11	4	9	5	21	4	19	6	35	114
Unknown	62	5	116	34	38	11	100	80	143	589
Total	1,455	227	1,264	761	1,541	739	1,780	519	2,939	11,225
Percent Minority	19%	13%	12%	21%	12%	8%	17%	40%	38%	22%
Grand Total	2,205	458	2,367	1,302	4,121	1,312	3,729	934	5,180	21,608
Percent Women	34%	50%	47%	42%	63%	44%	52%	44%	43%	48%
Percent Minority	19.6%	12.4%	12.0%	21.9%	11.3%	8.5%	16.8%	34.8%	36.9%	20.8%

Prepared by UW-Madison Office of Academic Research & Institutional Planning

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.

(continued)

Appendix 4

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

	Executive/ Instructional research		Other		Exempt		Non-Exempt			
	Faculty	Administrator	Staff	Staff	Staff	Staff	Staff	Training	Graduate	Total
			Academic	Academic	Academic	Classified	Classified	Assistants		
Black	54	22	34	10	95	22	127	5	104	473
Asian/Pacific Islander	251	13	150	174	161	54	195	40	219	1,257
Native American	7	3	5	3	18	2	12	3	16	69
Hispanic	77	13	52	27	91	23	238	21	212	754
White	1,655	395	1,885	925	3,545	1,182	2,935	388	2,815	15,725
Two or more races	22	5	20	8	63	10	39	15	76	258
Unknown	88	6	171	42	87	19	159	63	28	663
Nonresident Alien	51	1	50	113	61	0	24	399	1,710	2,409
Total	2,205	458	2,367	1,302	4,121	1,312	3,729	934	5,180	21,608
<i>Percent Resident Minority</i>	18.6%	12.2%	11.0%	17.1%	10.4%	8.5%	16.4%	9.0%	12.1%	13.0%
<i>Percent Nonresident Alien</i>	2.3%	0.2%	2.1%	8.7%	1.5%	0.0%	0.6%	42.7%	33.0%	11.1%

Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: October HRS data.

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

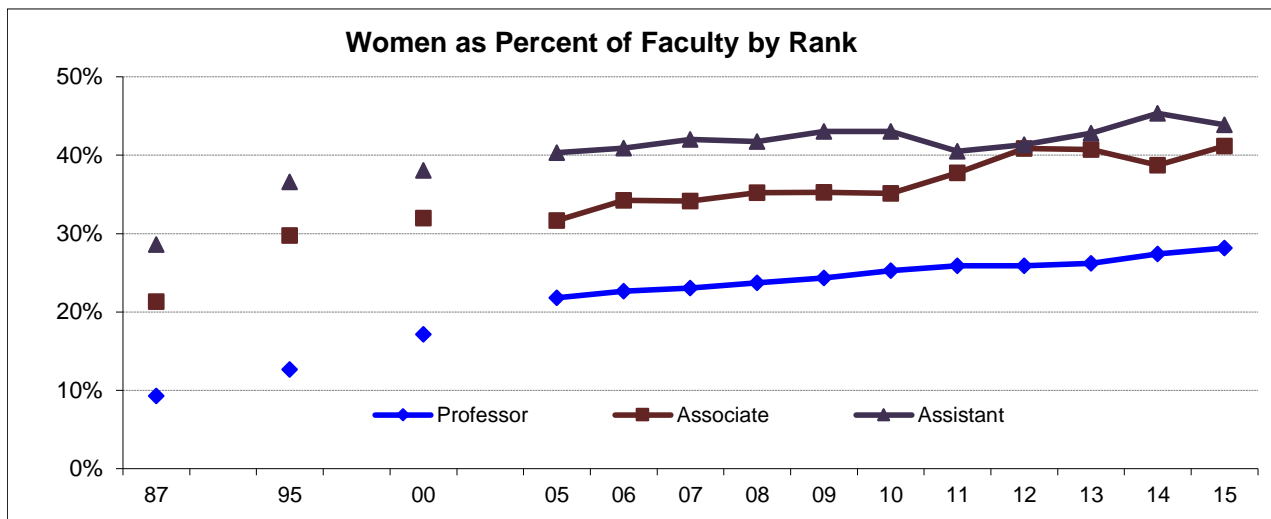
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(continued)

Appendix 5

Faculty Headcount by Rank & Gender

		1987	1995	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Professor	Women	140	181	233	291	298	303	307	312	324	322	329	338	363	370
	Men	1,366	1,248	1,127	1,044	1,019	1,012	987	969	959	922	942	952	961	944
	% Women	9%	13%	17%	22%	23%	23%	24%	24%	25%	26%	26%	26%	27%	28%
Associate Professor	Women	79	135	125	113	135	137	151	153	157	163	172	171	160	168
	Men	292	319	266	244	259	264	278	281	290	269	249	249	253	240
	% Women	21%	30%	32%	32%	34%	34%	35%	35%	35%	38%	41%	41%	39%	41%
Assistant Professor	Women	137	146	161	213	203	202	190	198	192	186	199	205	219	212
	Men	342	253	262	315	293	279	265	262	254	273	282	274	264	271
	% Women	29%	37%	38%	40%	41%	42%	42%	43%	43%	41%	41%	43%	45%	44%
Instructor	Women	2	0	0	0	3	1	0	0	1	0	0	0	0	0
	Men	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Faculty	Women	358	462	519	617	639	643	648	663	674	671	700	714	742	750
	Men	2,002	1,820	1,655	1,603	1,571	1,555	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455
	Total	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	2,205
<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	34.0



Prepared by UW-Madison Office of Academic Research & Institutional Planning

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.

(continued)

Appendix 6

Faculty Headcount by Rank and Race/Ethnicity

	1987	1995	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Professor														
Black	17	20	18	26	27	27	25	22	20	21	20	22	23	25
Asian/Pacific Islander	44	52	57	77	79	87	93	100	109	111	115	123	139	140
American Indian	0	3	3	3	3	3	3	3	2	3	3	4	4	4
Hispanic	14	21	29	35	32	29	32	32	34	36	36	38	38	39
Two or more races									6	6	6	6	7	8
Unknown								11	15	10	13	18	21	22
White	1431	1,333	1,253	1,194	1,176	1,169	1,141	1,113	1,097	1,057	1,078	1,079	1,092	1,076
Associate														
Black	5	10	11	7	5	6	8	7	8	6	8	10	9	8
Asian/Pacific Islander	20	25	31	39	51	51	60	57	58	51	58	66	60	57
American Indian	3	2	1	3	5	5	6	5	5	5	6	4	2	2
Hispanic	6	16	13	11	14	16	12	15	18	19	17	18	24	24
Two or more races									2	3	4	2	3	3
Unknown								10	13	14	16	20	18	16
White	337	401	335	297	319	323	343	340	343	334	312	300	297	298
Assistant														
Black	4	10	23	20	21	18	15	16	19	22	21	22	26	23
Asian/Pacific Islander	24	37	59	82	76	78	76	75	71	71	73	67	65	70
American Indian	0	3	2	5	4	5	4	4	3	1	0	0	0	1
Hispanic	9	15	17	30	30	31	35	29	25	21	23	20	16	17
Two or more races									4	5	7	8	10	11
Unknown								18	24	39	45	51	55	59
White	442	334	322	391	365	349	325	318	300	300	312	311	311	302
Instructor														
Black	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian	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
Two or more races									0	0	0	0	0	0
Unknown									1	0	0	0	0	0
White	4	0	0	0	3	1	0	0	0	0	0	0	0	0
Total Faculty														
Black	26	40	52	53	53	51	48	45	47	49	49	54	58	56
Asian/Pacific Islander	88	114	147	198	206	216	229	232	238	233	246	256	264	267
American Indian	3	8	6	11	12	13	13	12	10	9	9	8	6	7
Hispanic	29	52	59	76	76	76	79	76	77	76	76	76	78	80
Two or more races									12	14	17	16	20	22
Unknown								39	53	63	74	89	94	97
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	1,676
Total	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	2,205
<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	19.6

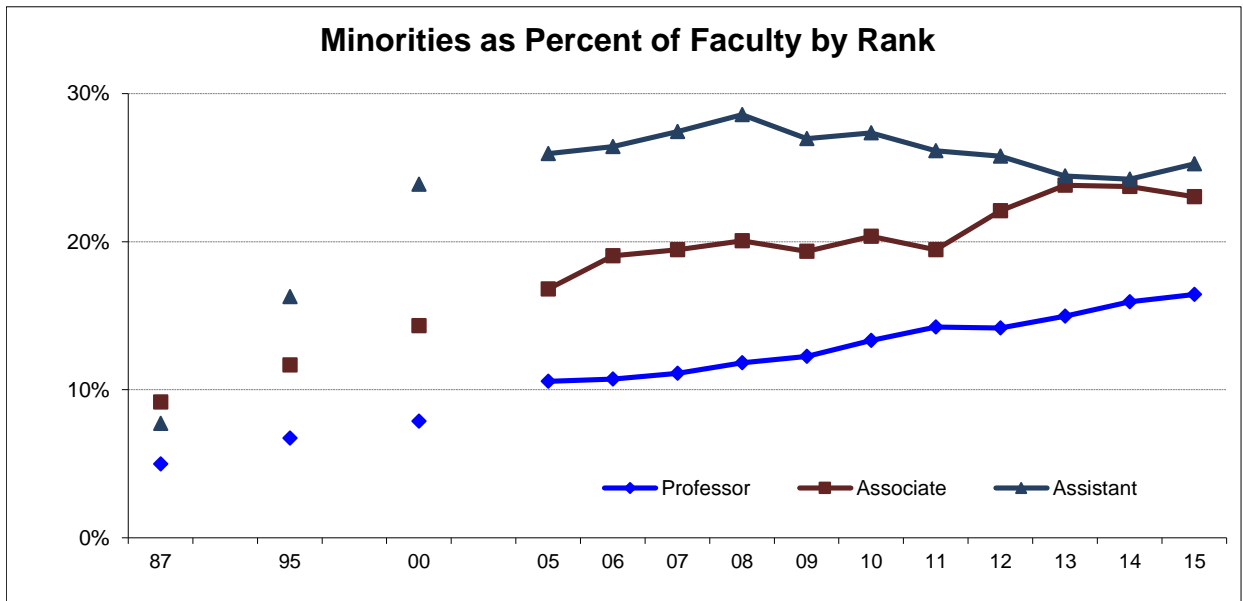
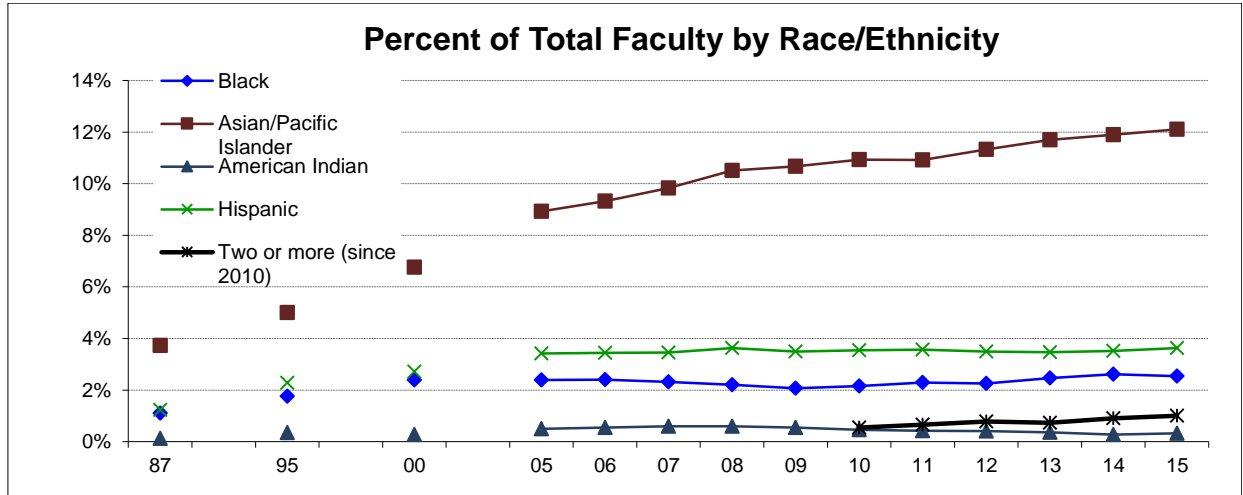
Prepared by UW-Madison Office of Academic Research & Institutional Planning

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 racial/ethnic category: Black/African American, Asian (including Native Hawaiian or Pacific Islander), American Indian or Alaska Native, Hispanic, or White.

(continued)

Appendix 6, continued:



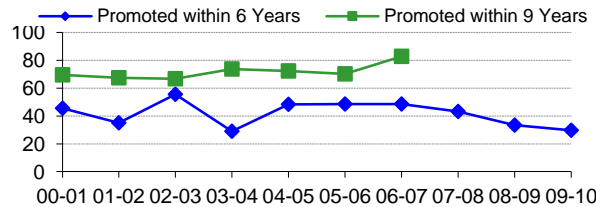
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Appendix 7

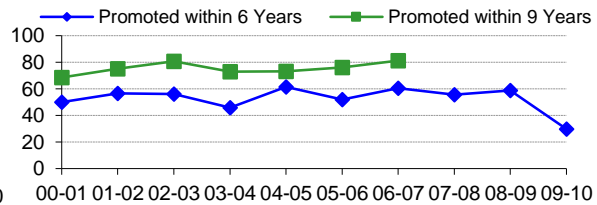
Faculty Tenure Promotions by Gender

Entering Cohort	Women					Men				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Still Probationa	Promoted	Still Probationa		Promoted	Still Probationa	Promoted	Still Probationa
2000-01	46	46	28	70	4	76	50	28	68	1
2001-02	40	35	45	68	3	76	57	30	75	1
2002-03	36	56	25	67	6	57	56	25	81	0
2003-04	38	29	58	74	0	37	46	32	73	0
2004-05	29	48	34	72	0	52	62	15	73	0
2005-06	37	49	32	70	3	50	52	34	76	2
2006-07	35	49	40	83	0	48	60	35	81	2
2007-08	37	43	43			54	56	33		
2008-09	18	33	44			51	59	25		
2009-10	37	30	43			37	30	41		
Average		42	39	72	2		54	29	75	1

Percent of Women Promoted to Tenure



Percent of Men Promoted to Tenure



Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: UW-Madison Tenure file and IADS.

Note: Includes only individuals hired as probationary faculty in 2008-09 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Four faculty hired between 2000-01 and 2006-07 were promoted after 9 years (shown as still probationary above).

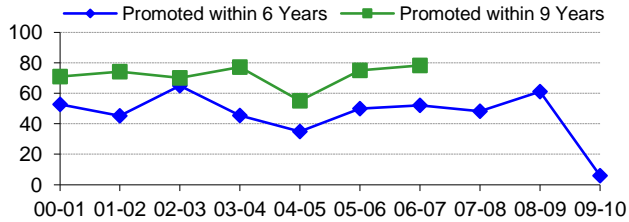
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Appendix 8

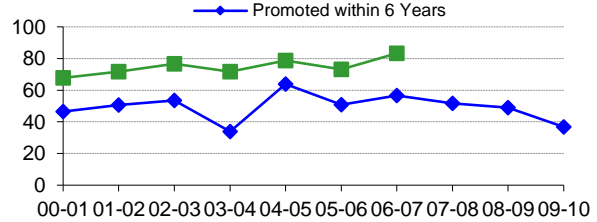
Faculty Tenure Promotions by Minority Status

Entering Cohort	Minority					Non-Minority				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Still Probationa	Promoted	Still Probationa		Promoted	Still Probationa	Promoted	Still Probationa
2000-01	38	53	26	71	3	84	46	29	68	2
2001-02	31	45	35	74	0	85	51	34	72	2
2002-03	20	65	10	70	5	73	53	29	77	1
2003-04	22	45	41	77	0	53	34	47	72	0
2004-05	20	35	30	55	0	61	64	20	79	0
2005-06	20	50	30	75	0	67	51	34	73	3
2006-07	23	52	43	78	0	60	57	35	83	2
2007-08	29	48	45			62	52	34		
2008-09	18	61	28			51	49	31		
2009-10	17	6	65			57	37	35		
Average		43	32	72	1		50	32	74	2

Percent of Minority Faculty Promoted to Tenure



Percent of Non-Minority Faculty Promoted to Tenure



Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: UW-Madison Tenure file and IADS.

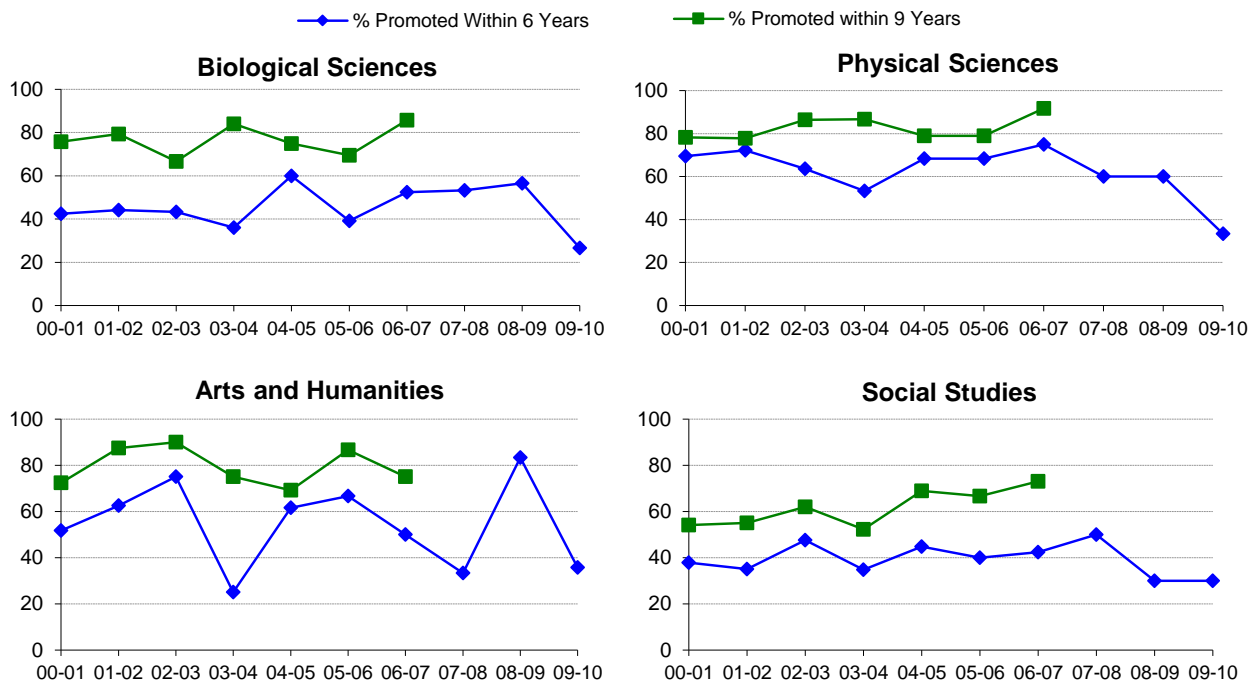
Note: Includes only individuals hired as probationary faculty in 2009-10 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, Pacific Islander, or two or more races. See Technical Note #9 for an explanation of how time to tenure is calculated. Four faculty hired between 2000-01 and 2006-07 were promoted after 9 years (shown as still probationary above).

(continued)

Appendix 9

Faculty Tenure Promotions by Divisional Committee Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social Studies		
	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years	Total Hired	Percent Promoted within 6 Years	Percent Promoted within 9 Years
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		20	60		15	33		26	50	
2008-09	23	57		20	60		6	83		20	30	
2009-10	15	27		18	33		14	36		20	30	
Average	26	46	76	20	63	83	16	54	80	28	39	61



Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: UW-Madison Tenure file and IADS.

Note: Includes only individuals hired as probationary faculty in 2008-09 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Four faculty hired between 2000-01 and 2006-07 were promoted after 9 years (not shown).

(continued)

Appendix 10

Tenure Achievement Rates at Peer Institutions for Tenure Track Entrants in 2007-08

Institution	All Entrants		Female		Male		Minority		Non-Minority	
	Count	Percent Tenured	Count	Percent Tenured	Count	Percent Tenured	Count	Percent Tenured	Count	Percent Tenured
Private AAU - A	29	48%	12	33%	17	59%	7	43%	22	50%
Private AAU - B	84	65%	26	69%	58	64%	20	55%	64	69%
Michigan State University	101	78%	38	76%	63	79%	36	69%	65	85%
Purdue University	85	72%	34	62%	51	78%	32	88%	53	62%
Rutgers University	143	48%	53	26%	90	38%	61	48%	82	35%
University of Arizona	59	63%	25	60%	34	65%	25	52%	34	71%
Public AAU - A	57	84%	23	83%	34	85%	10	90%	47	83%
Public AAU - B	59	56%	25	60%	34	53%	14	29%	45	64%
University of Michigan	105	54%	29	59%	76	53%	30	47%	75	57%
University of Minnesota-Twin Cities	120	50%	50	42%	70	56%	39	54%	81	48%
University of Nebraska-Lincoln	233	79%	87	71%	146	83%	69	72%	164	81%
Penn State University	160	63%	67	52%	93	71%	61	59%	99	66%
University of Wisconsin-Madison	91	76%	37	76%	54	76%	29	79%	62	74%
Total (excluding UW- Madison)	1,235	64%	469	58%	766	66%	404	60%	831	65%

Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: Data compiled by Penn State University from submissions by AAU Data Exchange institutions.

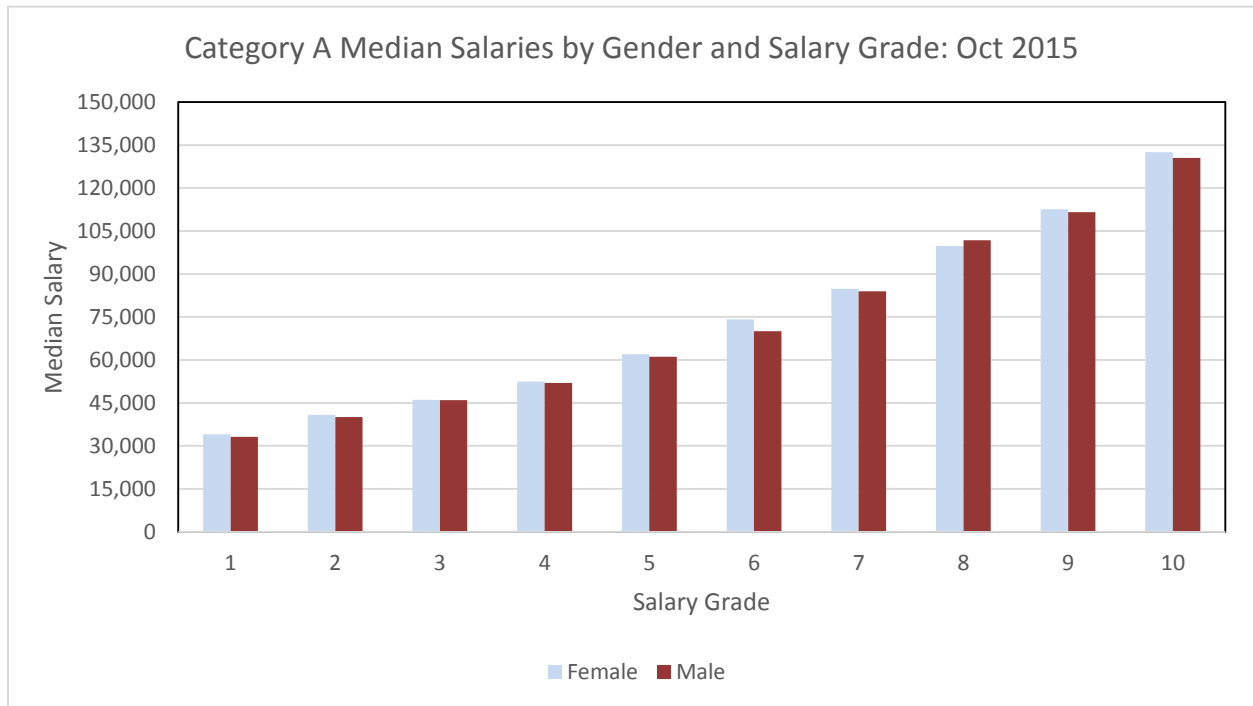
Notes: Includes all tenure-track faculty hired during 2007-08 and whether they had been awarded tenure by summer 2015. Several institutions requested their tenure rates be reported without identifying the name of the institution and are reported here as Public or Private AAU institutions only. Percent tenured includes those who were granted tenure and subsequently resigned. Those not granted tenure includes those who left voluntarily, were denied tenure, or were still in a tenure-track position.

(continued)

Appendix 11

Category A Limited and Academic Staff:
Median Salaries by Grade and Gender, October 2015

Salary Grade	Female			Male			Women as % of Total Position	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
1	199	34,000	0	124	33,104	0	62%	2.7%
2	261	40,804	2	119	40,000	2	69%	2.0%
3	430	46,040	2	161	45,918	2	73%	0.3%
4	535	52,365	2	185	52,025	2	74%	0.7%
5	526	62,000	4	202	61,079	4	72%	1.5%
6	374	74,160	6	132	70,000	8.5	74%	5.9%
7	94	84,782	3	63	83,978	8	60%	1.0%
8	57	99,722	3	49	101,755	6	54%	-2.0%
9	27	112,556	5	18	111,531	5.5	60%	0.9%
10	19	132,500	4	15	130,497	2	56%	1.5%



Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: HRS EPM OCTJOB_VW.

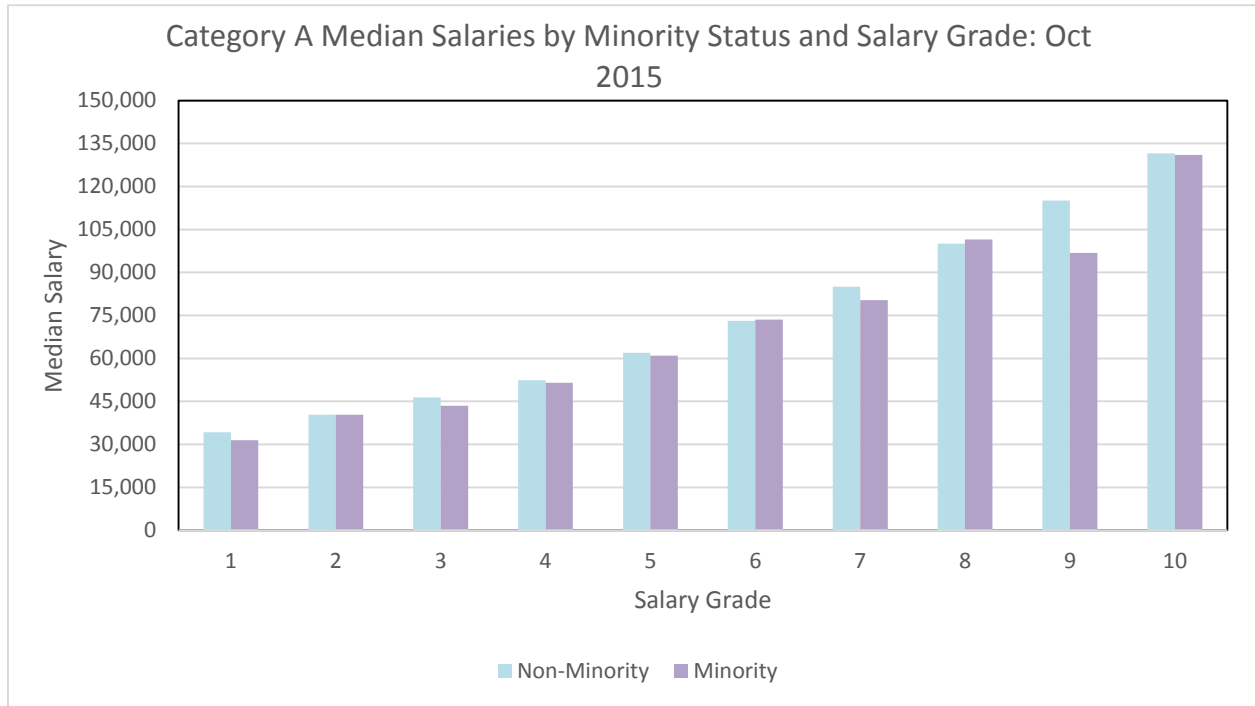
Notes: The data represents a count of paid positions at UW-Madison in October 2015. About 60 individuals have two or more Category A academic or limited staff positions and are counted once for each position held. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the female minus male median salary divided by male median salary; a negative number indicates women are paid less than men. Individuals and job titles with extraordinary ranges are excluded.

(continued)

Appendix 12

**Category A Limited and Academic Staff:
Median Salaries by Salary Grade and Minority Status, October 2015**

Salary Grade	Minority			Non-Minority			Minorities as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
1	66	31,405	0	257	34,243	0	20%	-8.3%
2	67	40,400	2	313	40,400	2	18%	0.0%
3	70	43,500	1	521	46,415	2	12%	-6.3%
4	94	51,505	1	626	52,358	2	13%	-1.6%
5	64	60,977	4	664	62,000	4	9%	-1.7%
6	34	73,538	5	472	73,161	7	7%	0.5%
7	19	80,328	5	138	85,077	4	12%	-5.6%
8	13	101,547	2	93	100,032	4	12%	1.5%
9	6	96,885	3	39	115,144	5	13%	-15.9%
10	4	131,015	7	30	131,616	3	12%	-0.5%



Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: HRS EPM OCTJOB_VW.

Notes: The data represents a count of paid positions at UW-Madison in October 2015. About 60 individuals have two or more Category A academic staff positions and are counted once for each position held. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the minority minus non-minority median salary divided by non-minority median salary; a negative number indicates minorities are paid less than non-minorities. Individuals and job titles with extraordinary ranges are excluded.

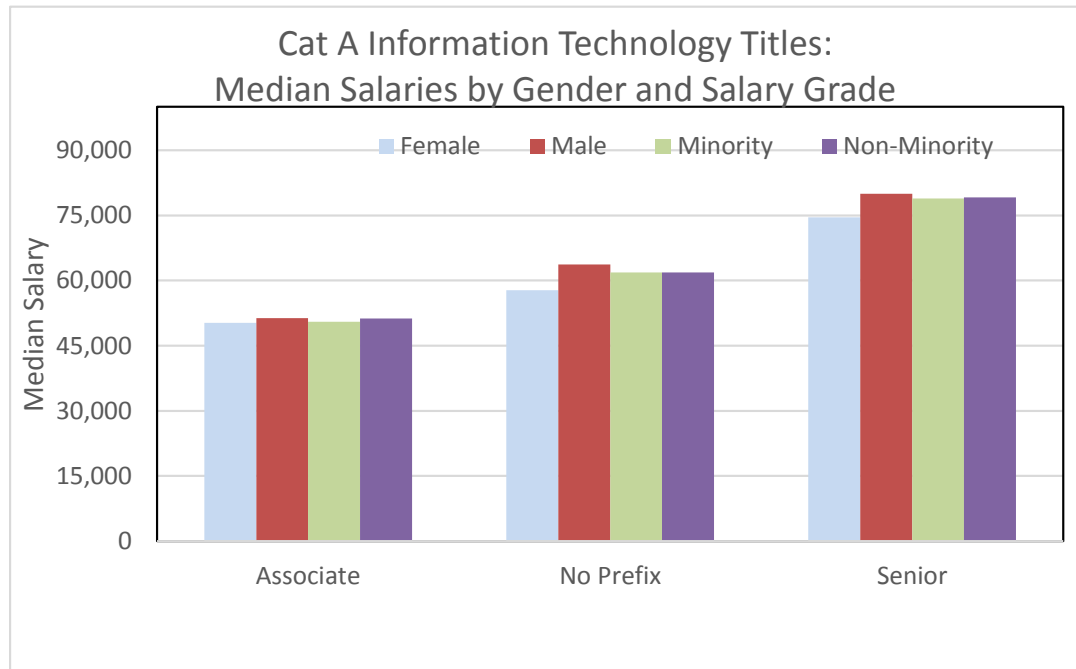
(continued)

Appendix 13

**Category A Information Technology Staff in Extraordinary Ranges:
Median Salaries by Prefix Level, Gender and Minority Status, October 2015**

Prefix Level	Female			Male			Women as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
Associate	20	50,250	1	58	51,371	1	26%	-2.2%
No Prefix	55	57,772	1	152	63,712	3	27%	-9.3%
Senior	68	74,522	12	240	79,958	10	22%	-6.8%

Prefix Level	Minority			Non-Minority			Minority as % of Total Positions	Percent Difference in Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
Associate	11	50,500	0	67	51,241	1	14%	-1.4%
No Prefix	26	61,911	1	181	61,851	3	13%	0.1%
Senior	27	78,918	10	281	79,178	10	9%	-0.3%



Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: HRS EPM OCTJOB_VW.

Notes: The data represents a count of paid positions at UW-Madison in October 2015. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the female minus male median salary divided by male median salary. The titles in this table are all Information Technology (IT) positions assigned to an extraordinary pay range due to market pressures. IT title series above include: systems programmer, information processing consultant, programmer analyst, data base administrator, IS specialist, information technology - architect, and information technology - strategic consultant.

(continued)

Appendix 14

**Category A Instrumentation Technologists and Instrumentation Specialists in Extraordinary Ranges:
Median Salaries by Prefix Level and Gender, October 2015**

Instrumentation Specialists								
Prefix Level	Female			Male			Women	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	Percent Difference in Salary
Associate	3	43,000	0	3	51,005	2	50%	-15.7%
No Prefix	5	47,128	4	8	53,741	7	38%	-12.3%
Senior	2	62,943	7	24	61,134	18	8%	3.0%

Instrumentation Technologists								
Prefix Level	Female			Male			Women	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	Percent Difference in Salary
Associate	1	68,079	4	5	60,000	2	17%	13.5%
No Prefix	9	65,955	5	25	71,254	3	26%	-7.4%
Senior	4	81,995	13	27	76,321	15	13%	7.4%

Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: HRS EPM OCTJOB_VW.

Notes: The data represents a count of paid positions at UW-Madison in October 2015. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the female minus male median salary divided by male median salary. The titles in this table are positions assigned to an extraordinary pay range due to market pressures.

(continued)

Appendix 15

**Count of Category A Staff Positions by Extraordinary Range Status,
Gender, and Minority Status, October 2015**

	<u>Women</u>	<u>Men</u>	<u>% Women</u>	<u>Minority</u>	<u>Non-Minority</u>	<u>% Minority</u>
Standard Pay Ranges	2522	1068	70%	437	3153	12%
Extraordinary Range Positions:						
IT Positions	143	450	24%	64	529	11%
Instrumentation	24	92	21%	8	108	7%
Tech/Specialists						
Other	113	102	53%	9	206	4%
Total	2802	1712	62%	518	3996	11%

Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: October 2015 HR data, OCTJOB_VW.

Notes: Includes individuals with paid positions in October 2015 who hold a title with an extraordinary pay range or the individual position has an extraordinary pay range approved. "Other" Extraordinary Range positions include employees such as Bursar, Director of Admissions, Director of Chazen Museum of Art, Director of University Research Park, Clinical Nurse Specialists - Nurse Practitioners, and Student Services Specialists - Sign Language Interpreters, among others.

(continued)

Appendix 16

Category B Academic Staff:
Median Salaries by Gender and Title, October 2015

Job Title	Female			Male			Women as % of Total Position	% Diff in Median Salary
	Number of Positions	Median Salary	Years in Position	Number of Positions	Median Salary	Years in Position		
DIS PROFESSOR (CHS)	1	178,104	36	0			100%	
PROFESSOR (CHS)	28	95,096	18	113	91,811	15	20%	4%
ASSOC PROFESSOR (CHS)	89	76,364	11	125	64,413	10	42%	19%
ASST PROFESSOR (CHS)	120	51,005	3	120	51,510	2	50%	-1%
INSTRUCTOR (CHS)	5	48,000	0	3	50,000	0	63%	-4%
VISITING PROFESSOR	2	125,000	0	8	88,889	0	20%	41%
VISITING ASSOC PROF	3	60,500	0	12	70,227	0	20%	-14%
VISITING ASST PROF	10	61,417	0.5	18	61,111	0.5	36%	1%
ADJUNCT PROFESSOR	0			9	103,140	1	0%	
ADJUNCT ASSOC PROF	4	61,692	1	0			100%	
ADJUNCT ASST PROF	0			15	73,333	0	0%	
ADJUNCT INSTRUCTOR	1	46,948	0	1	50,111	0	50%	-6%
DIS CLINICAL PROF	3	121,528	19	0				
CLINICAL PROFESSOR	37	83,002	17	58	72,941	17	39%	14%
CLINICAL ASSOC PROF	79	63,476	10	68	60,454	10	54%	5%
CLINICAL ASST PROF	212	48,072	3	190	48,072	3	53%	0%
CLINICAL INSTRUCTOR	133	61,206	0	101	61,206	0	57%	0%
SENIOR LECTURER	37	68,674	12	60	84,190	11.5	38%	-18%
LECTURER	68	56,156	0	69	62,837	0	50%	-11%
ASSOC LECTURER	51	43,891	0	39	43,891	0	57%	0%
SR FACULTY ASSISTANT	2	46,935	8.5	2	51,392	12.5	50%	-9%
FACULTY ASSISTANT	38	38,821	0	19	41,824	0	67%	-7%
DIS FACULTY ASSOCIATE	7	86,659	23	5	89,925	25	58%	-4%
FACULTY ASSOCIATE	98	78,010	9	87	82,442	11	53%	-5%
ASSOC FACULTY ASSOC	45	61,111	2	42	73,159	4	52%	-16%
ASST FACULTY ASSOC	48	52,201	1	28	59,841	1	63%	-13%
INSTRMT INNOV-INSTR	0			4	79,396	13.5	0%	
ASSOC INSTRMT INN/INS	0			1	59,166	6	0%	

(continued)

Appendix 16, continued:

Job Title	Female			Male			Women as % of Total Position	% Diff in Median Salary
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position		
DIS RESEARCHER	6	99,048	18.5	3	105,449	13	67%	-6%
RESEARCHER	88	75,964	10	123	77,120	10	42%	-1%
ASSOC RESEARCHER	102	63,624	3	84	67,429	4	55%	-6%
ASST RESEARCHER	88	51,300	1	57	58,000	1	61%	-12%
DIS SCIENTIST	8	110,881	25.5	15	117,633	18	35%	-6%
SENIOR SCIENTIST	49	82,803	10	127	94,148	12	28%	-12%
ASSOCIATE SCIENTIST	85	69,078	7	103	74,977	6	45%	-8%
ASSISTANT SCIENTIST	109	56,106	1	191	56,560	1	36%	-1%
SR VISITING SCIENTIST	1	79,908	15	1	85,000	0	50%	-6%
ASSOC VISIT SCIENTIST	0			2	66,250	0	0%	
ASST VISIT SCIENTIST	1	37,471	0	5	40,000	0	17%	-6%
DIS INSTRMT INN/RES	0			2	129,856	21	0%	
INSTRMT INNOV/RES	0			29	100,735	11	0%	
ASSOC INSTRMT INN/RES	2	76,304	5	27	88,750	11	7%	-14%
ASST INSTRMT INN/RES	4	74,084	2	10	90,731	9	29%	-18%
RESEARCH ANIMAL VET	4	136,703	16	4	147,697	9.5	50%	-7%
ASSOC RES ANIMAL VET	5	115,680	6	2	114,988	7	71%	1%
ASST RES ANIMAL VET	5	114,455	4	2	104,626	2	71%	9%

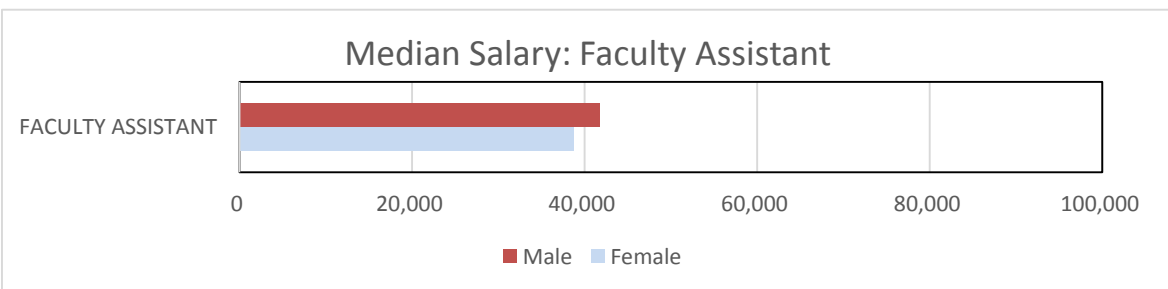
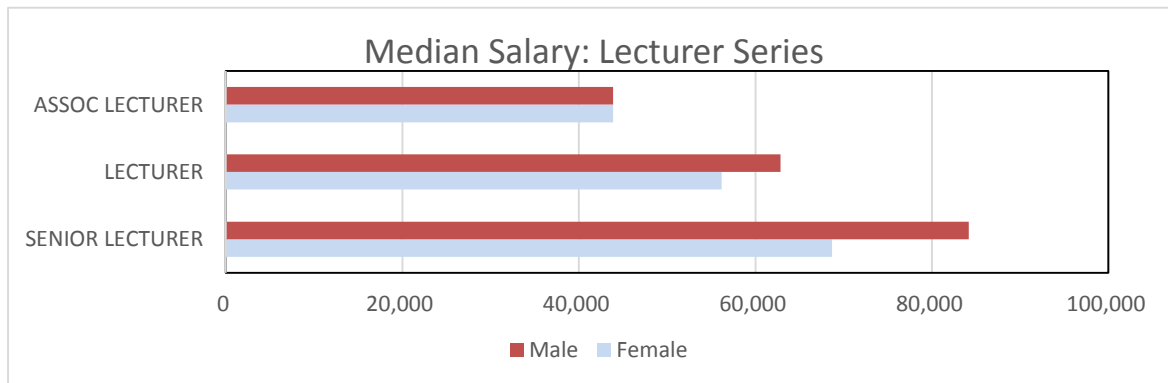
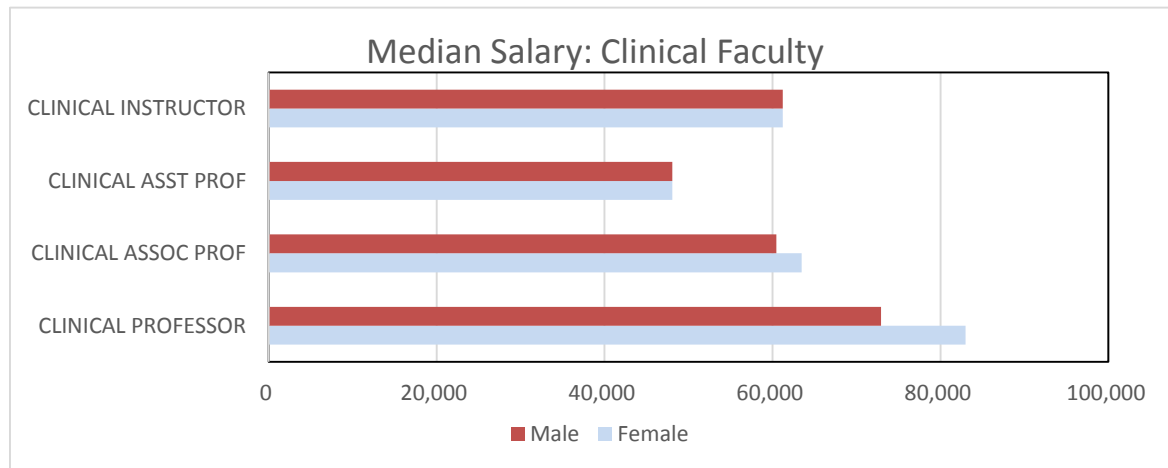
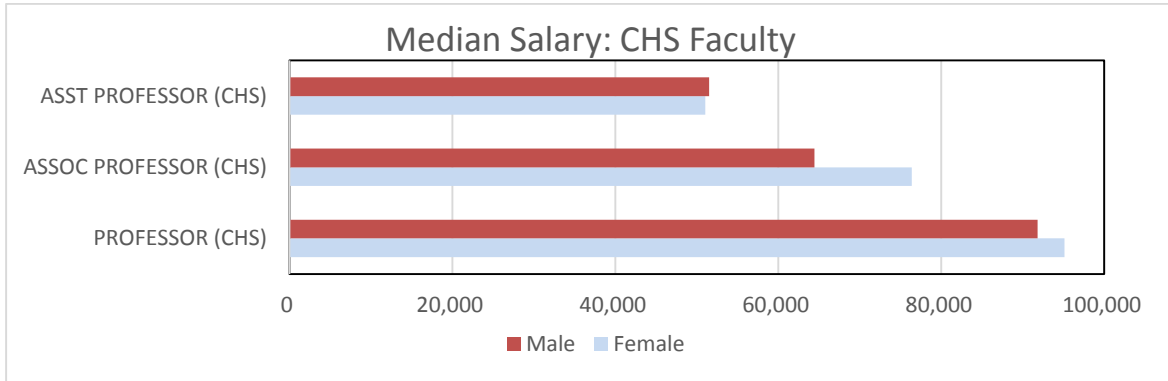
Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: HRS EPM OCTJOB_VW.

Notes: The data represents a count of paid positions at UW-Madison in October 2015. About 65 individuals have two or more Category B academic staff positions and are counted once for each position held. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the female minus male median salary divided by male median salary.

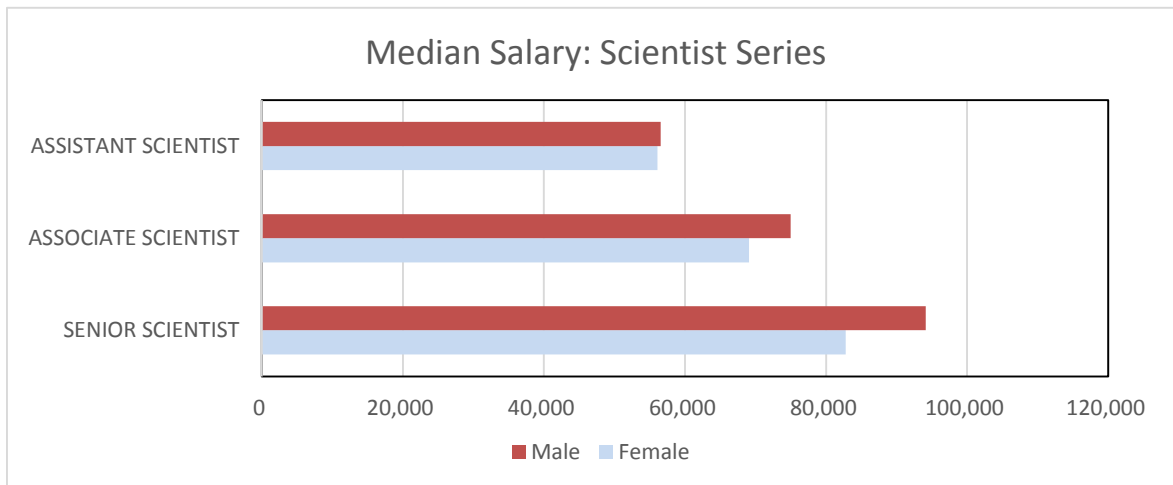
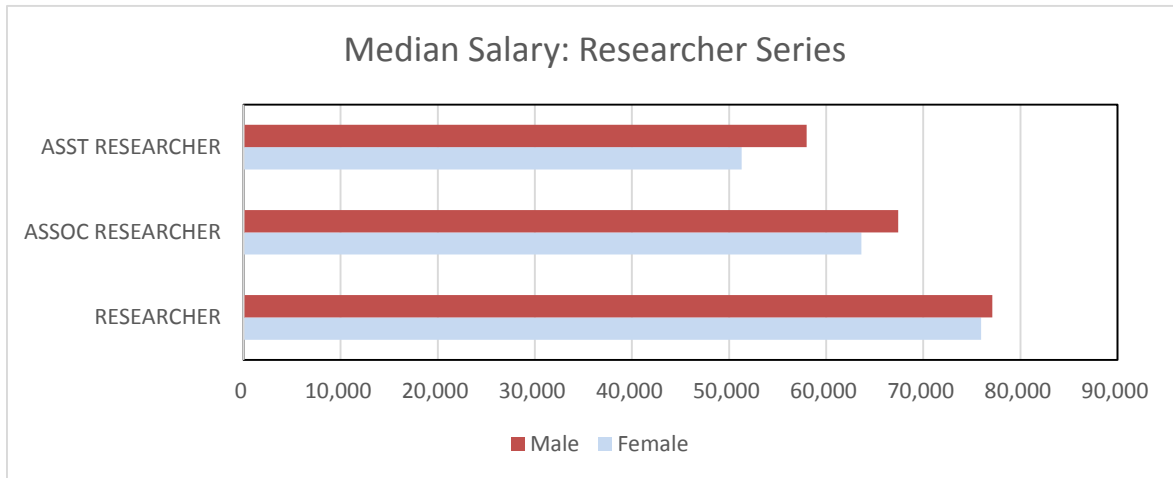
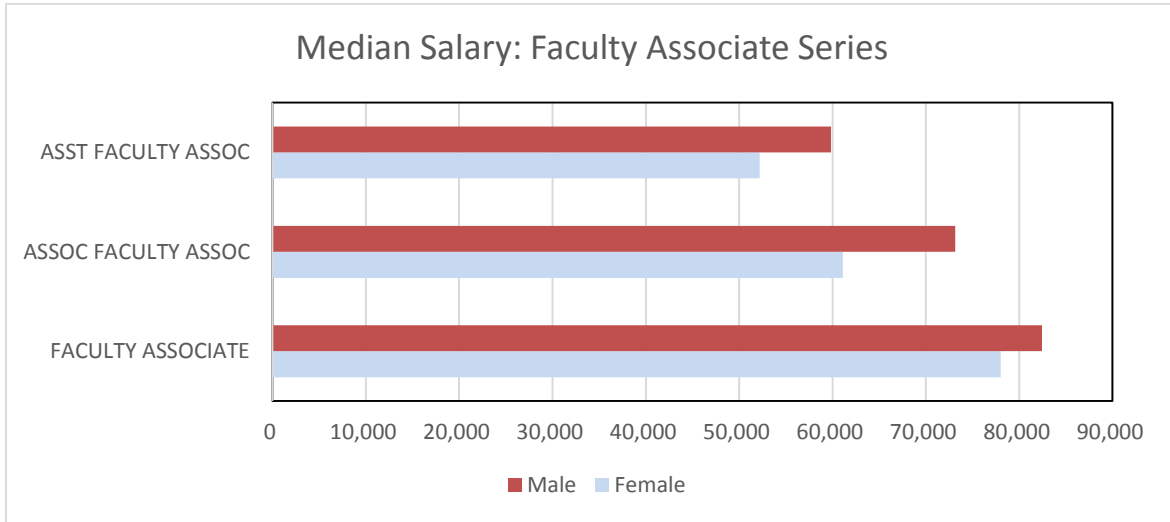
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Appendix 16, continued:



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Appendix 17

Category B Academic Staff:
Median Salaries by Minority Status and Title, October 2015

Job Title	Minority			Non-Minority			Minorities	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	% Diff in Median Salary
DIS PROFESSOR (CHS)	0			1	178,104	36	0%	
PROFESSOR (CHS)	10	73,671	13	131	94,906	17	7%	-22%
ASSOC PROFESSOR	23	68,738	10	191	70,060	10	11%	-2%
ASST PROFESSOR (CHS)	47	51,005	4	193	51,005	2	20%	0%
INSTRUCTOR (CHS)	0			8	48,572	0	0%	
VISITING PROFESSOR	4	79,835	0	6	151,389	0	40%	-47%
VISITING ASSOC PROF	3	89,228	0	12	60,477	0	20%	48%
VISITING ASST PROF	7	61,111	0	21	61,722	1	25%	-1%
ADJUNCT PROFESSOR	0			9	103,140	1	0%	
ADJUNCT ASSOC PROF	0			4	61,692	1	0%	
ADJUNCT ASST PROF	2	93,916	7	13	73,333	0	13%	28%
ADJUNCT INSTRUCTOR	0			2	48,530	0	0%	
DIS CLINICAL PROF	0			3	121,528	19	0%	
CLINICAL PROFESSOR	7	73,753	10	88	73,671	17	7%	0%
CLINICAL ASSOC PROF	15	60,454	10	132	61,059	10	10%	-1%
CLINICAL ASST PROF	52	48,072	2	350	48,072	3	13%	0%
CLINICAL INSTRUCTOR	32	54,500	0	202	61,206	0	14%	-11%
SENIOR LECTURER	11	68,673	7	86	78,486	12	11%	-13%
LECTURER	17	59,594	1	120	57,992	0	12%	3%
ASSOC LECTURER	12	43,891	0	78	43,891	0	13%	0%
SR FACULTY ASSISTANT	1	57,554	17	3	46,596	8	25%	24%
FACULTY ASSISTANT	5	38,246	0	52	39,015	0	9%	-2%
DIS FACULTY	0			12	88,292	23.5	0%	
FACULTY ASSOCIATE	18	72,336	10.5	167	81,789	9	10%	-12%
ASSOC FACULTY ASSOC	9	63,185	4	78	66,155	2.5	10%	-4%
ASST FACULTY ASSOC	9	50,000	0	67	55,000	1	12%	-9%
INSTRMT INNOV/INS	2	77,051	14	2	83,525	12	50%	-8%
ASSOC INSTRMT	0			1	59,166	6	0%	

(continued)

Appendix 17, continued:

Job Title	Minority			Non-Minority			Minorities	
	Number of Positions	Median Salary	Median Years in Position	Number of Positions	Median Salary	Median Years in Position	as % of Total Positions	% Diff in Median Salary
DIS RESEARCHER	2	111,098	19	7	92,206	14	22%	20%
RESEARCHER	31	69,726	7	180	77,534	11	15%	-10%
ASSOC RESEARCHER	32	66,654	3	154	65,302	3.5	17%	2%
ASST RESEARCHER	31	52,300	2	114	55,468	1	21%	-6%
DIS SCIENTIST	3	113,665	23	20	116,117	21.5	13%	-2%
SENIOR SCIENTIST	31	76,384	11	145	93,455	12	18%	-18%
ASSOCIATE SCIENTIST	42	65,734	7	146	72,994	6	22%	-10%
ASSISTANT SCIENTIST	108	54,918	2	192	60,000	1	36%	-8%
SR VISITING SCIENTIST	0			2	82,454	7.5	0%	
ASSOC VISIT SCIENTIST	0			2	66,250	0	0%	
ASST VISIT SCIENTIST	5	38380	0	1	65,000	0	83%	-41%
DIS INSTRMT INN/RES	0			2	129,856	21	0%	
INSTRMT INNOV/RES	2	106,790	4.5	27	100,735	12	7%	6%
ASSOC INSTRMT	2	91,243	7.5	27	86,358	10	7%	6%
ASST INSTRMT INN/RES	1	65,650	2	13	87,418	6	7%	-25%
RESEARCH ANIMAL VET	0			8	136,703	11	0%	
ASSOC RES ANIMAL VET	1	116,744	6	6	113,946	6.5	14%	2%
ASST RES ANIMAL VET	0			7	114,455	3	0%	

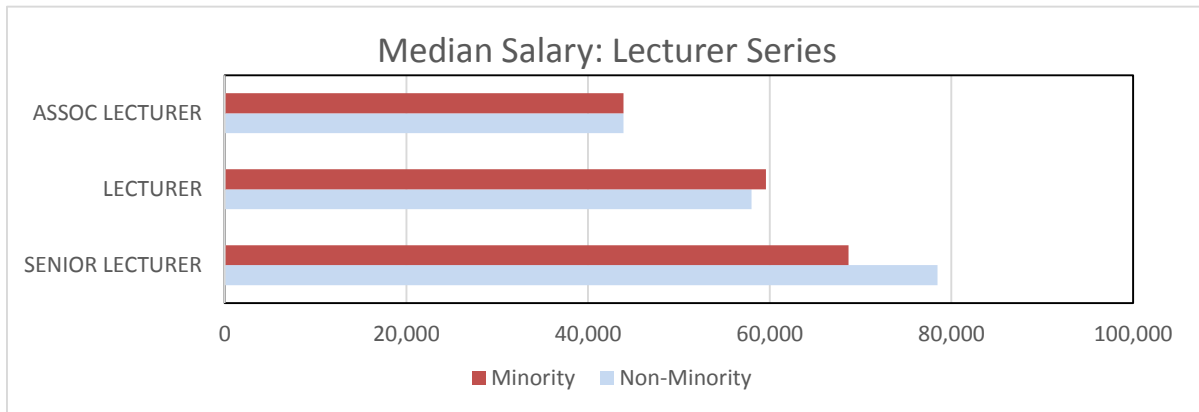
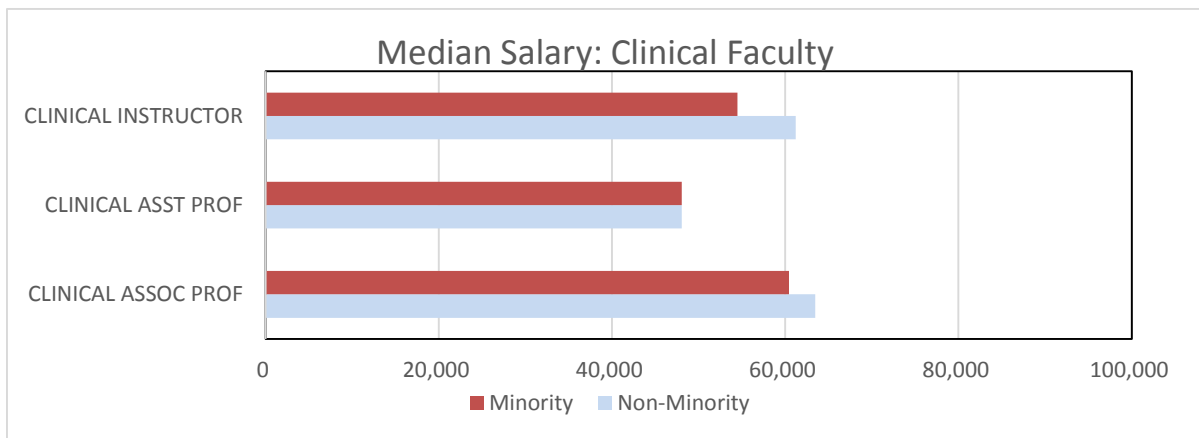
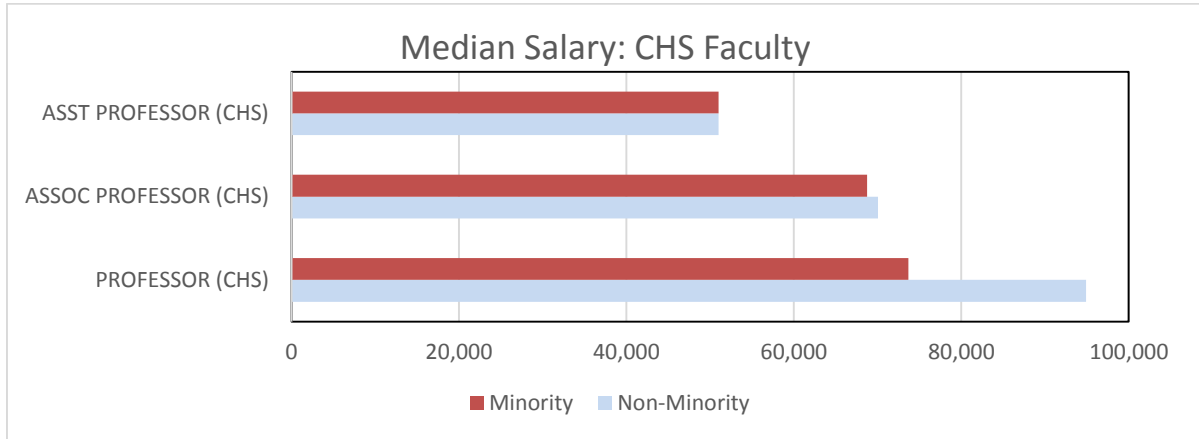
Prepared by UW-Madison Office of Academic Research & Institutional Planning

Source: HRS EPM OCTJOB_VW.

Notes: The data represents a count of paid positions at UW-Madison in October 2015. About 65 individuals have two or more Category B academic staff positions and are counted once for each position held. Nine-month salaries are converted to a 12-month basis. Percent difference in salary shows the minority minus non-minority median salary divided by non-minority median salary.

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Appendix 17, continued:



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Appendix 17, continued:

