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**Committee on Women in the University Annual Report, 2016-2017**  
**(Faculty Policies & Procedures 6.56.)**

**I. Statement of Committee Functions**

The Committee on Women in the University:

1. Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women
2. Collaborates and consults with administrative offices and governance bodies to more fully support gender equity, employee engagement, an inclusive and respectful culture, and diversity
3. Evaluates and monitors the status of women employees at the university.

The committee's "Operating Procedures" (updated 19 October 2016) and "Statement on Diversity and Representation in Committee Membership" (adopted December 1999 and reaffirmed 21 September 2016) are available upon request from the Office of the Secretary of the Faculty.

Professor Bret Larget (Botany and Statistics) and Program Assistant Advanced Confidential Kate O'Connor (Office for Equity & Diversity) are co-chairing the committee in 2016-2017.

**II. Current Activities**

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

We are pleased to partner with women deans and the Office of Learning & Talent Development (formerly, the Office of Human Resource Development) in presenting the annual Women & Leadership Symposium.

**Awards & Recognition:**

The committee congratulates recipients of UW-Madison's Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW-Madison – 9<sup>th</sup> Annual Outstanding Women of Color Awards

Fabu Phillis Carter, Poet, Scholar, Teaching Artist, and

Outreach Specialist, Wisconsin Alzheimer's Disease Research Center

Joan Fujimura, Professor, Sociology; Holtz Center for Research on Science & Technology

Binu Palta Hill, Assistant Dean for Diversity & Inclusion, Wisconsin School of Business

Sagashus Levingston, Tutor/Mentor with the Odyssey Project,

Co-Teacher in the Odyssey Junior Program, and founder of the "Infamous Mothers" Project

Denise Thomas, Coordinator of Title VII American Indian Science & Engineering Society (AISES),

Madison Metropolitan School District; Financial Specialist, WiscAMP Program,

College of Engineering

Julissa Ventura, Fellow, Morgridge Center for Public Service Community-University Exchange–

South Madison; Ph.D. Candidate, Educational Policy Studies

Brief introductions to UW-Madison Annual Outstanding Women of Color Award recipients are presented in "Six UW-Madison Women to be honored as 2016 Outstanding Women of Color" (2 March 2017): <http://news.wisc.edu/six-uw-madison-women-honored-as-2016-outstanding-women-of-color/>

The committee joins the Women Faculty Mentoring Program in celebrating excellent mentoring of women assistant professors:

2016 Slesinger Awards for Excellence in Mentoring

Jane Collins, Professor, Community & Environmental Sociology

Jay Gallagher, W.W. Morgan Professor, Astronomy

Professors Collins and Gallagher each received a \$2,500 award from the Women's Philanthropy Council, which has generously supported the Slesinger Award since 2004.

**Diversity & Inclusion:**

In October 2016, the committee voted unanimously to endorse the "Campus Statement on Commitment to Diversity, Equity & Inclusion," a campus diversity statement complementing the university's strategic framework and vision. The statement was drafted by a working group with representation from the Campus Diversity & Climate Committee (CDCC), Equity & Diversity Committee Chairs, Multicultural & Disadvantaged Coordinators and refined in consultation with shared governance bodies and administrators.

In November 2016, Interim Associate Vice Provost Ruby Paredes presented an overview of campus diversity and climate initiatives designed to advance UW-Madison's strategic goals:

- 1) Increasing access for all qualified students, especially for underrepresented minorities and women in the STEM areas;
- 2) Eliminating the achievement gap between majority and underrepresented students;
- 3) Recruiting and retaining a more diverse faculty and staff;
- 4) Preparing all our students, staff and faculty to thrive personally and professionally in a world that is diverse, global and interconnected; and
- 5) Enhancing the campus climate for inclusion.

The R.E.E.L. Change document provides an overview of how ongoing and new efforts mesh in the ten year implementation of UW-Madison's Diversity Framework. In 2015-2016, faculty and staff recruitment and retention, supported by a \$1M Strategic Hiring Fund, remained a central focus. New efforts included the Diversity Inventory Project, a climate survey of students that netted a 20%+ response, and development of a more robust hate and bias reporting system. In 2016-2017, there has been a strong focus on efforts to establish more consistent messaging about UW-Madison's values and priorities and to strengthen communication and collaboration among diversity and inclusion related committees. UW Foundation recently appointed a Director for Diversity Development to increase and improve connections to prospective donors. Each division, school, and college has been asked to consider how best to increase cultural competencies within its departments and units. Committee members voiced appreciation for having initiatives and strategies articulated clearly.

The ensuing discussion focused on:

- establishing safe spaces for students, staff and faculty to process local and national issues
- responses to an incident at UW-Madison's stadium
- an appeal to declare UW-Madison a sanctuary
- the possibility that new concealed carry legislation would be enacted and would permit individuals to carry weapons into classrooms
- proposed changes to the Ethnic Studies requirement (development of discipline-specific courses that would contribute toward completion of an undergraduate major)
- how to create a welcoming environment that is responsive to the identities and needs of all members of our campus community (examples: gender-inclusive bathrooms, lactation/wellness spaces, areas for worship, supporting dietary requirements and preferences)
- a request for committee members to identify diversity and inclusion-related activities across campus and help populate, or encourage contributions to, the Diversity Inventory Project

- an invitation to consider developing a presentation for the spring Teaching & Learning Symposium and/or suggest themes for the 2017 Diversity Forum.

In February 2017, Program Director of Inclusion Education in the Division of Student Life Laura Klunder presented a brief overview of *Our Wisconsin*, focusing on Fall 2016 learning outcomes and participant feedback. Skilled facilitation is a vital component of the pilot program's success. Laura highlighted strengths of the *Badger Way* facilitation model and noted the importance of assessing facilitators' contributions and experiences as well as participant learning. In 2017-2018, The Division of Student Life will partner with University Housing, expanding *Our Wisconsin* to serve ~7,000 incoming first year students, with corresponding growth in the facilitator pool. Discussion focused on facilitator skills and experiences, compensation, and professional development. Given the volatile nature of workshop discussions, committee members favor making a full-time advocate or counselor available to teach peer facilitators self-advocacy skills and respond to concerns or incidents. On behalf of the committee, co-chair Bret Larget wrote a letter to Vice Provost for Student Life and Dean of Students Lori Berquam, Chancellor Rebecca Blank, and Vice Provost & Chief Diversity Officer Patrick Sims, voicing support for *Our Wisconsin* and the *Badger Way* facilitation model, calling for continuing compensation of student peer facilitators, continued provision of a \$500 stipend to faculty and staff facilitators, and providing new professional development funding. *Our Wisconsin* and the *Badger Way* received funds requested for 2017-2018.

In March 2017, WISELI Research & Executive Director Jenn Sheridan reported on tenured and tenure-track faculty responses to WISELI's 2016 *Study of Faculty Work Life*. This survey, the fifth undertaken at UW-Madison, included questions about department climate, experiences of harassment, job satisfaction, and faculty morale. Responses indicate the workplace climate has not changed much since 2012. Faculty in the majority and in leadership positions continue to overestimate how positive the climate is for women and faculty of color. Women responded significantly more negatively on 21 of 25 climate related questions, and faculty of color responded significantly more negatively on 14 of these questions. Notably, since 2012 the number of faculty of color who report feeling that they must work harder to be seen as legitimate scholars has increased. Similarly, the number of women who report that meetings do not allow all participants to share their views has increased. Faculty with disabilities and faculty whose work is outside the mainstream also have more negative experiences.

The percentage of faculty who report experiencing an incident of sexual harassment within the past three years has fallen from 14% in 2010 to 9% in 2016. However, faculty say that sexual harassment is treated less seriously now than in 2010 and that the process for dealing with complaints is less effective. The 2016 survey produced a baseline measure for reports of hostile and intimidating behavior. A surprising percentage of faculty report having experienced (36%) or witnessed (43%) hostile or intimidating behavior. Higher percentages of women, faculty with disabilities, faculty in the social sciences, and tenured faculty report experiencing hostile and intimidating behavior.

Job satisfaction has decreased since 2012, with respondents citing state politics (26.4%), budget cuts (20.4%), and salary (20.3%) as top reasons for dissatisfaction. Budget cuts have had the largest, negative effect on faculty morale and are cited as the top reason to leave UW-Madison. 67% of faculty have been approached by another university or headhunter about leaving, and the number of faculty who report intending to leave is rising.

### **Early Childhood Care & Education:**

The Committee on Women remains committed to the goal of protecting and building UW-Madison's early childhood care and education capacity, with an emphasis on sustainably resourcing programs and services, and better coordinating efforts to build collaboration and capacity. In recent years, the committee has been particularly concerned about affordable access to high quality early childhood care and education and has advocated for additional infant and toddler care options for faculty, staff, and students.

In October 2016, the Committee on Women and University Child Care Committee forwarded a

proposal to Chancellor Rebecca Blank, Provost Sarah Mangelsdorf, and Vice Chancellor for Finance & Administration Laurent Heller. The committees proposed chartering a campus level team, led by the Provost and Vice Chancellor for Finance & Administration that would formulate a strategy for protecting existing centers, building capacity over the next decade, and identifying viable alternatives to relying primarily on tuition increases to support rising operating costs.

In December 2016, Parent Resource Specialist Jen Templin provided a brief overview of the Office of Child Care & Family Resources' role in developing and maintaining lactation rooms on campus and shared a current list of lactation rooms <https://occfrc.wisc.edu/lactation.htm>. Committee members discussed several ideas for expanding and improving the system with her and Office of Child Care & Family Resources Director Cigdem Unal, including:

- requesting that lactation/wellness spaces be included in new buildings and major renovations
- working with deans, directors, chairs, and building managers to expand the current system, with a focus on identifying and equipping spaces in larger buildings and facilities without a lactation space within 5 minutes' walk
- creating a more polished map, exploring adding lactation/wellness spaces to the campus map
- establishing an online sign-up or calendar system, for ease of use and to reduce time away from work
- designing a logo, sign to use on maps and for use by employees who need privacy in their own offices
- considering "pop-up" lactation spaces
- communicating with guests/visitors as well as employees and students

In February 2017, the committee discussed and approved in principle a template letter that can be adapted and sent to deans, directors, department chairs, and building managers in buildings that do not yet have lactation spaces. The letter assumes good will in formulating approaches and solutions. OCCFR staff and committee members will partner on this effort and will reach out to departments and units in waves over a period of twelve to eighteen months.

### **Hostile & Intimidating Behavior:**

In December 2016, Vice Provost for Faculty & Staff Michael Bernard Donals visited the committee on behalf of the ad hoc Committee on Hostile & Intimidating Behavior, to discuss the committee's report and invite feedback on implementing the committee's recommendations. He provided a short history of recent efforts to address hostile and intimidating behavior and reported progress to date, including development of a new website intended to raise visibility of key issues and campus resources. Several issues were raised during the ensuing discussion, including:

- similarities and differences between the Employee Assistance Office (<http://eao.wisc.edu/>) and Ombuds Office for Faculty & Staff (<http://ombuds.wisc.edu/>)
- perceptions that EA has strengths in personal counseling, helping individuals to cope but lacks "teeth" (power to effect change)
- perception that campus strategies focus on helping individuals rather than fixing systems
- "Midwest nice" behaviors that perpetuate rather than resolve discomfort
- needs of second and third shift employees (observation that campus resources, including EA and Ombuds services, are most readily available to first shift/daytime employees)
- desire for clarity about possible sanctions for hostile or intimidating behavior
- need for a sense of comfort with "go to people" (potentially modeled on UW-Madison's DDR system): *"How would I know if this person is an ally?"*
- need for safety, freedom from retaliation
- need for a system that addresses "gray areas" as well as supporting federal and state laws and university policies that protect certain classes of employees and students

Bret Larget subsequently joined an implementation work team that will develop a workshop designed to educate participants about the policy on hostile and intimidating behavior and how to respond if an

individual witnesses, is a recipient of, or is accused of such behavior.

**Women & Leadership Symposium:**

The Committee on Women continues to partner with women deans, the Office of Human Resources, the Women's Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. Rebecca Scheller provided welcome remarks at the 2017 symposium.

The committee thanks the Women's Philanthropy Council for continuing to underwrite the symposium and for sponsoring follow-up "Coffee & Conversation" programming presented by the Office of Learning & Talent Development and UW-Madison's women deans. Since 2010, the Women's Philanthropy Council has generously provided \$66,050 in support. The council voted in October 2015 to provide an additional \$39,000 in support between 2016 and 2021.

**III. Data on Women Faculty & Staff**

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

Readers will find additional information about data provided to the committee on the APIR website, including memos from Margaret Harrigan regarding faculty and staff trends related to gender and diversity at: <http://apir.wisc.edu/facultystaff-trends.htm>

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

<b>Women Employed at UW-Madison</b>	<b>1990-1991</b>	<b>2015-2016</b>	<b>2016-2017</b>
Faculty	18%	34%	34.4%
Executive/Director/Administrator (Academic Staff)	38.8%	50.4%	n/a
Limited Staff	n/a	n/a	47.3%
Academic Staff	49.1%	54.2%	55.6%
University Staff	55.6%	50%	49.2%
Post-Degree Training Staff (including post-doctoral fellows)	26.6%	44.4%	43.1%
Graduate Assistants	34.5%	43.3%	43.6%
<b>Total</b>	<b>41.8%</b>	<b>48.1%</b>	<b>48.6%</b>

The percentage of women in the faculty has increased from 15.2% in 1987 to 34% in 2015. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 28% of faculty at this rank are women. 43% of associate professors and 44% of assistant professors are women.

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 20.7% of faculty come from these historically underrepresented groups. Within this cohort, the percentage holding the rank of professor has risen from 5% in 1987 to 17% in 2016. 24% of associate professors and 28.3% of assistant professors are members of underrepresented groups.

Among 37 women and 54 men hired at the rank of assistant professor in 2007-2008, the most recent year for which these data are available, 78% of the women and 78% of the men were tenured within nine years. In this same cohort, 79% of minority faculty and 77% of non-minority faculty were tenured. Women and men in the social sciences remain significantly less likely to win tenure than their peers, with an average nine-year tenure rate of only 41% for faculty hired between 2001-02 and 2007-08, compared to 79% in the arts & humanities, 79% in the biological sciences, and 83% in the physical sciences.

Overall, 55.6% of academic staff are women. 47.1% of instructional academic staff and 42.6% of research doctoral academic staff are women. In this same cohort, 14.1% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races. 13.5% of instructional academic staff and 23.4% of research doctoral academic staff belong to these historically underrepresented groups.

Among university staff, 42.5% of FLSA exempt (“salaried”) positions and 51.2% of FLSA non-exempt (“hourly”) positions are held by women. 9% of FLSA exempt positions and 19.2% of FLSA non-exempt positions are held by employees identifying as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races.

Women currently hold 47.3% of limited positions. 13.7% of limited positions are held by individuals from historically underrepresented groups.

To ensure regular review of data related to each major employment category, the committee requests core data each year, plus data on an issue of particular interest or concern for faculty, academic staff, or university staff, with the focus rotating among these three employment groups. The committee remains committed to reviewing longitudinal data.

In February 2016, the committee reviewed salary schedules for university staff, by gender and by race/ethnicity.

#### **IV. Current and Future Issues or Concerns**

In 2017-2018, the committee will focus on:

- early childhood care and education
- family and parental leave
- gender pay equity
- hostile and intimidating behavior and campus climate
- lactation rooms
- linkages with groups that serve women
- visibility and accessibility of information about the committee

and priorities identified by the committee in Fall 2017.

## V. Committee Membership

### Committee on Women in the University, 2016-2017

		Member	Term
<u>Faculty:</u>		<u>Since</u>	<u>Ends</u>
Roseanne Clark	Psychiatry	2015	2018
Marah Curtis	Social Work	2016	2019
Teri Dobbs	Mead Witter School of Music	2016	2019
Helen Kinsella	Political Science	2016	2020
Bret Larget (co-chair)	Botany and Statistics	2015	2018
Simone Schweber	Curriculum & Instruction	2016	2019
<u>Academic Staff:</u>			
Tina Hatch	Student Life/International Student Services	2011	2020
Heidi Lang	Wisconsin Union: Social Education Office	2014	2017
Antje Petty	Max Kade Institute	2016	2019
Rebecca Scheller	Law	2012	2018
Nancy Schultz-Darken	Primate Research Center	2012	2018
Rachael Willits	Dean of Students Office	2016	2019
<u>University Staff:</u>			
Antoinette (Toni) Coles	University Marketing	2014	2017
Tina Hunter	Sociology	2014	2017
Chris Lalande	DoIT/Academic Technology	2014	2016
Kate Moran	FP&M/	2016	2019
Kate O'Connor (co-chair)	Office for Equity & Diversity	2014	2017
Ashley Redjinski	French & Italian	Spring	2017
Tamara Walker	DoIT/Enterprise Internet Services	2016	2019
<u>Post-Doctoral Fellow:</u>			
Jessica Corman		2016	2017
<u>Students:</u>			
Sowmya Achara (graduate student)		2016	2017
Zahiah Hammad (undergraduate student)		2016	2017
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Torsheika Maddox (designee)	Office of the Vice Provost & CDO	2015	2017
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2017
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	



October 13, 2017

**MEMORANDUM**

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

From: Margaret Harrigan

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

At the request of the Committee on Women in the University, each year I provide data describing the number of faculty and staff at UW-Madison by gender, minority status, employee category, and other categories over time. This information expands on data provided in the annual Data Digest ([apir.wisc.edu/datadigest.htm](http://apir.wisc.edu/datadigest.htm)) and was presented to the Committee on Women in the University in March 2017. A list of the included tables and a brief summary of each follows.

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

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

***Table 3: 2016 Headcount of Faculty and Staff by Gender and Race/Ethnicity***

***Table 4: 2016 Headcount by Race/Ethnicity and Non-Resident Alien Status***

- UW-Madison has over 21,000 employees. Women make up about half of University Staff overall and about 42% of exempt University Staff. Women are a little less than half (47%) of Instructional Academic Staff and Limited Staff (46%). Graduate assistants, Post Degree Training Staff (previously called Employees-in-Training), and Research Academic Staff are about 43-44% women. Women are a majority of Other Academic Staff (64%).
- The data shows a decrease in the number of Exempt University Staff (exempt from FLSA overtime rules). Exempt staff decreased by 238 individuals (18%) from last year. With HR Design in effect beginning in July 2015, Exempt University Staff positions are being converted to Academic Staff positions as they become vacant. That is likely one reason for the decrease. When converted, these positions mainly become Other Academic Staff.
- University Staff of color has increased from 12% to 17% in the past ten years; currently 19% of Non-exempt University Staff and about 9% of Exempt University Staff are people of color (Table 2). The proportion of Academic Staff and Limited Staff of color increased more slowly over the time period, from 12-13% and 11-14%. Faculty of color has increased from 16% to 21% since 2007. Post-Degree Training staff and graduate assistants have the highest proportion of people of color, at about one-

third. Comparatively, people of color comprise about 19% of the overall Dane County population (based on 2011 American Community Survey administered by US Census Bureau).

- Tables 3 and 4 show the number of women and men in each racial/ethnic category, by major employee groups. The percentages of men and women who are members of a racial/ethnic minority are similar for all of the employment categories except for Post-Degree Training staff (Table 3). Although more male Post-Degree Training staff are reported as minority, this is due to the higher proportion of male Asian Post-Degree Training staff who are here on a temporary visa (Table 4). The majority of non-resident aliens are employed as graduate assistants or post-docs. About 33% of graduate student assistants and 41% of Post-Degree Training staff hold temporary visas in 2016. Table 3 showed about one-third of graduate assistants and Post-Degree Training staff were people of color. Excluding those on temporary visas, 12% of graduate assistants and 9% of Post-Degree Training staff are people of color (Table 4).

***Table 5: Faculty Headcount by Rank and Gender***

***Table 6: Faculty Headcount by Rank and Race/Ethnicity***

- Since 2006, the number of women on the faculty has increased from 29% to 34% (Table 5). In 1987, fewer than 10% of full professors were women; currently women comprise 28% of full professors. Women have made up at least 40% of all assistant professors for 14 years and now comprise over 40% of associate professors as well.
- The number of faculty has at least doubled for each ethnic minority group since 1987. However, as a result of changes to the data collection process in 2010 to permit individuals to report two or more race/ethnicity categories, data for individual racial/ethnic groups for years after 2009 are not strictly comparable to prior years. For example, the number of faculty in 2016 who report their racial and ethnic background as Black/African American only is 55, but the number who report Black/African American, including those who report another race/ethnicity, is 63. Six faculty report themselves as American Indian and no other race or ethnicity in 2016. However, the number who report American Indian, including those who report another race/ethnicity, is 15.
- The biggest growth in faculty of color over time has been among Asians. About 13 percent of current UW Madison faculty – 277 people – identify as Asian. Asians constitute about 62% of all faculty of color at UW-Madison.

***Table 7: Faculty Promotions to Tenure by Gender***

***Table 8: Faculty Promotions to Tenure by Minority Status***

***Table 9: Faculty Promotions to Tenure by Divisional Committee Affiliation***

- On average, 42% of women and 54% of men hired in probationary appointments are promoted within six years (faculty hired between 2001-02 and 2010-11; see Table 7). A significant number of both men and women receive tenure clock extensions; a higher proportion of women than men are granted an extension. The most common reason an extension is granted is for childbirth or adoption. About 40% of women and 30% of men still held a probationary appointment at the end of their sixth year. Taking into account additional time for clock extensions, about 73% of women and 77% of men are promoted to tenure within nine years.

- At six years, 45% of minority faculty and 50% of non-minority faculty were promoted over the time period analyzed (Table 8). At nine years, about 74% of minority faculty and 76% of non-minority faculty hired with probationary status have been tenured.
- Promotion rates differ by divisional affiliation: 64% of Social Studies probationary faculty achieved tenure within 9 years, compared to 79-83% of faculty in the other divisions (faculty hired between 2001-02 and 2007-08; see Table 9).
- Note that 6-year promotion rates for faculty hired in 2009-10 are lower than previous years. For this cohort, 30% of faculty were promoted, 28% left UW, and 42% still held tenure-track positions after six years. Faculty of color hired in 2009-10 were much less likely to be promoted within six years: of the 17 assistant professors hired that year, 6% were tenured within six years, 29% left without tenure, and 65% still held tenure track positions at the end of 2014-15. After 8 years, 41% of faculty of color hires from 2009-10 were promoted and 6% are still in probationary appointments; the rest have already left. Average rates for all faculty and minority faculty hired in 2010-11 are above 2009-10 rates and roughly comparable to prior years.

***Table A.1: University Staff by Salary Schedules and Gender, October 2011 and 2016***

***Table A.2: University Staff by Salary Schedules and Minority Status, October 2011 and 2016***

- University staff are presented in the tables by salary schedule groups, based on historical collective bargaining groups and broadband salary schedules. Almost one-quarter of University Staff are in administrative support positions (such as financial specialist and university services associate). Another one-fourth are in Blue Collar and Non-Building Trades formerly represented by WSEU (e.g., custodians, food service assistants, HVAC specialists, motor vehicle operators, and facilities repair workers). Sixteen percent are included in the Non-Represented General Broadband category (e.g., payroll and benefits specialists, food service managers, and HR assistants). About 15% of University Staff are in Fiscal and Staff Services, including many IT jobs, accountants, and purchasing agents. Ten percent are in the Technical category, which includes veterinary tech, graphic designer, and IS network support tech positions, among others.
- Women were about 49% of all University Staff positions in 2016, a small decline compared to 2011 (at 53%). Women were concentrated in a few job categories: Administrative Support (80% women), Non-Represented General Broadband (61% women), Professional Patient Care (90% women) and Technical (55% women). Women make up a much smaller percentage of Crafts and Building Trades (4%), Security and Public Safety (13%), and Blue Collar and Non-Building Trades (28%). Most of the women in the Blue Collar group (72%) are custodians or lead custodians (235 of 327).
- People of color comprise about 17% of all University Staff positions in 2016, an increase from 13% in 2011. There were small increases since 2011 in the proportion of staff who are people of color for nearly every job group. The Blue Collar and Non-Building Trades category contains the highest proportion of people of color (40%). Almost half (399) of all University Staff employees of color are custodians or lead custodians. If we exclude custodian and lead custodian positions, about 10% of University staff employees are people of color.

## Attachments

cc: Jocelyn Milner, Wayne Guthrie, Mark Walters, Eden Inoway-Ronnie, Luis Pinero, Lindsey Stoddard  
Cameron, Steven Smith, John Lucas

### Technical Notes:

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

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

Race and ethnicity data is self-reported based on US Census categories. Definitions and collection procedures for race and ethnicity data have changed since 2009. In 2010, federal requirements for collecting and reporting race and ethnic data changed allowing an individual to identify with more than one race or ethnic category. Data reported for years 2009 and earlier years follows the old reporting requirements allowing only one category. These changes make it difficult to compare over time. In particular, individuals who are now shown as “two or more races” would have identified as Black, Asian, White, or American Indian in past years. Anyone who reported Hispanic heritage, regardless of any race categories they reported, is counted as Hispanic since 2010. In addition, changes to the process for collecting and storing the data in 2011 caused problems. There is more missing race and ethnicity data for new employees than we have had in the past, especially for those hired in 2011.

Time until tenure promotion is calculated as the effective date of the promotion minus the date of hire in a probationary faculty appointment, plus time on tenure clock for service at another university. Years are not adjusted for time on leave or UW-Madison tenure clock extensions. The tenure tables report those who received tenure within six years or nine years of hire. Individuals who did not receive tenure within the time period may have left without tenure or may still hold a probationary appointment due to extensions to the tenure clock.

**Table 1**

**Headcount of Faculty and Staff by Gender**

		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Faculty</b>	Women	643	648	663	674	671	700	714	742	750	741
	Men	1,555	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413
	<b>Total</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>	<b>2,205</b>	<b>2,154</b>
Faculty with Administrative Appointments	Women	67	76	79	84	81	80	76	71	71	64
	Men	160	158	159	154	155	165	165	167	152	159
	<b>Total</b>	<b>227</b>	<b>234</b>	<b>238</b>	<b>238</b>	<b>236</b>	<b>245</b>	<b>241</b>	<b>238</b>	<b>223</b>	<b>223</b>
Faculty without Administrative Appointment	Women	576	572	584	590	590	620	638	671	679	677
	Men	1,395	1,372	1,353	1,349	1,309	1,308	1,310	1,311	1,303	1,254
	<b>Total</b>	<b>1,971</b>	<b>1,944</b>	<b>1,937</b>	<b>1,939</b>	<b>1,899</b>	<b>1,928</b>	<b>1,948</b>	<b>1,982</b>	<b>1,982</b>	<b>1,931</b>
<b>Limited Staff</b> (non-faculty)	Women	181	183	188	193	191	209	216	221	237	256
	Men	233	234	243	254	254	261	267	271	279	285
	<b>Total</b>	<b>414</b>	<b>417</b>	<b>431</b>	<b>447</b>	<b>445</b>	<b>470</b>	<b>483</b>	<b>492</b>	<b>516</b>	<b>541</b>
<b>Academic Staff</b>	Women	3,499	3,612	3,728	3,837	3,842	3,926	3,999	4,107	4,218	4,618
	Men	3,296	3,343	3,361	3,443	3,391	3,412	3,467	3,453	3,514	3,693
	<b>Total</b>	<b>6,795</b>	<b>6,955</b>	<b>7,089</b>	<b>7,280</b>	<b>7,233</b>	<b>7,338</b>	<b>7,466</b>	<b>7,560</b>	<b>7,732</b>	<b>8,311</b>
Instructional Academic Staff	Women	901	942	973	981	982	1,057	1,084	1,093	1,103	1,148
	Men	1,148	1,197	1,210	1,244	1,222	1,243	1,223	1,246	1,264	1,291
	<b>Total</b>	<b>2,049</b>	<b>2,139</b>	<b>2,183</b>	<b>2,225</b>	<b>2,204</b>	<b>2,300</b>	<b>2,307</b>	<b>2,339</b>	<b>2,367</b>	<b>2,439</b>
Research Doctoral Academic Staff	Women	450	467	485	499	511	510	511	535	541	555
	Men	749	727	719	761	761	776	773	767	760	743
	<b>Total</b>	<b>1,199</b>	<b>1,194</b>	<b>1,204</b>	<b>1,260</b>	<b>1,272</b>	<b>1,286</b>	<b>1,284</b>	<b>1,302</b>	<b>1,301</b>	<b>1,298</b>
Other Academic Staff	Women	2,148	2,203	2,270	2,357	2,349	2,359	2,404	2,479	2,574	2,915
	Men	1,399	1,419	1,432	1,438	1,408	1,393	1,471	1,440	1,490	1,659
	<b>Total</b>	<b>3,547</b>	<b>3,622</b>	<b>3,702</b>	<b>3,795</b>	<b>3,757</b>	<b>3,752</b>	<b>3,875</b>	<b>3,919</b>	<b>4,064</b>	<b>4,574</b>
<b>University Staff</b>	Women	2,844	2,866	2,904	2,929	2,780	2,777	2,774	2,680	2,522	2,362
	Men	2,384	2,399	2,462	2,481	2,473	2,534	2,575	2,590	2,519	2,432
	<b>Total</b>	<b>5,228</b>	<b>5,265</b>	<b>5,366</b>	<b>5,410</b>	<b>5,253</b>	<b>5,311</b>	<b>5,349</b>	<b>5,270</b>	<b>5,041</b>	<b>4,794</b>
Exempt University Staff	Women					689	688	699	665	573	456
	Men					828	847	886	876	739	618
	<b>Total</b>					<b>1,517</b>	<b>1,535</b>	<b>1,585</b>	<b>1,541</b>	<b>1,312</b>	<b>1,074</b>
Non-Exempt University Staff	Women					2,091	2,089	2,075	2,015	1,949	1,906
	Men					1,645	1,687	1,689	1,714	1,780	1,814
	<b>Total</b>					<b>3,736</b>	<b>3,776</b>	<b>3,764</b>	<b>3,729</b>	<b>3,729</b>	<b>3,720</b>
<b>Post-Degree Training Staff</b>	Women	325	361	424	422	403	398	395	404	415	414
	Men	482	507	571	588	638	588	519	523	519	546
	<b>Total</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>934</b>	<b>960</b>
<b>Graduate Assistants</b>	Women	2,262	2,279	2,327	2,391	2,350	2,355	2,364	2,300	2,241	2,179
	Men	2,821	2,728	2,779	2,900	2,924	2,991	3,015	3,027	2,939	2,813
	<b>Total</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>5,180</b>	<b>4,992</b>
<b>Total</b>	<b>Women</b>	<b>9,754</b>	<b>9,949</b>	<b>10,234</b>	<b>10,446</b>	<b>10,237</b>	<b>10,365</b>	<b>10,462</b>	<b>10,454</b>	<b>10,383</b>	<b>10,570</b>
	<b>Men</b>	<b>10,771</b>	<b>10,741</b>	<b>10,928</b>	<b>11,169</b>	<b>11,144</b>	<b>11,259</b>	<b>11,318</b>	<b>11,342</b>	<b>11,225</b>	<b>11,182</b>
<b>Grand Total</b>	<b>Total</b>	<b>20,525</b>	<b>20,690</b>	<b>21,162</b>	<b>21,615</b>	<b>21,381</b>	<b>21,624</b>	<b>21,780</b>	<b>21,796</b>	<b>21,608</b>	<b>21,752</b>

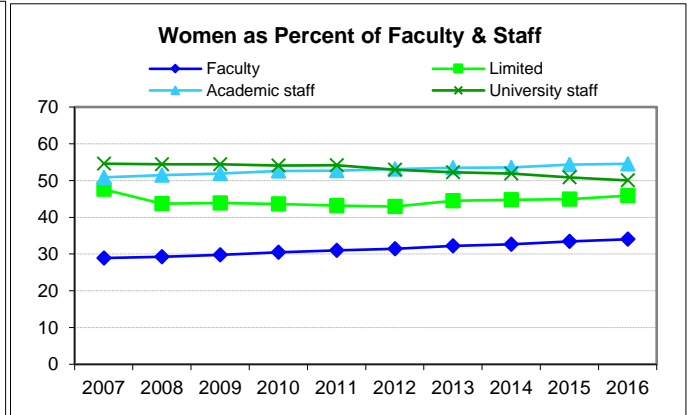
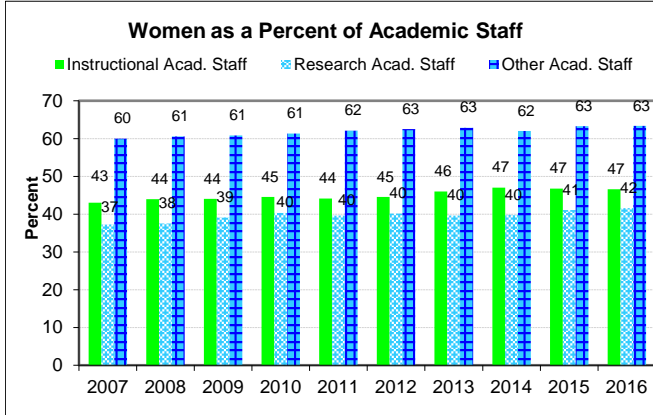
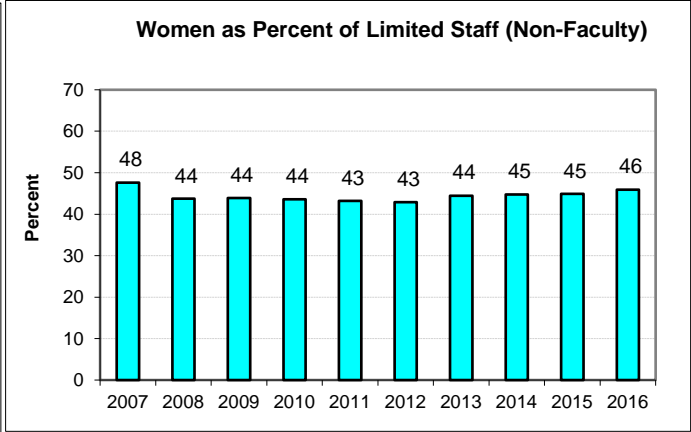
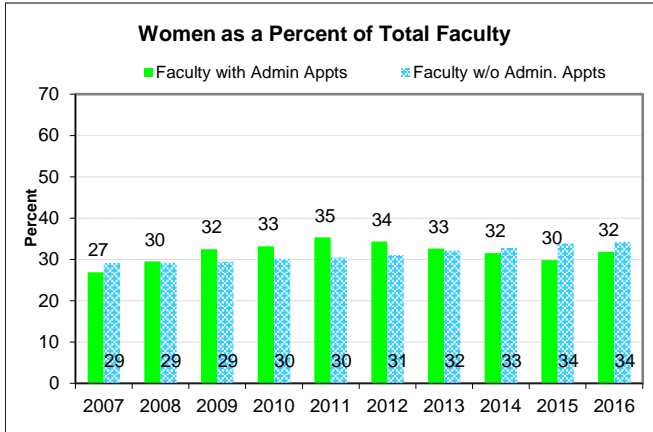
Source: October IADS and HRS data.

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. Prior to 2015, University Staff were called Classified Staff. Faculty with administrative appointments includes Dean, Associate or Assistant Dean, Department Chair, Academic Program Director, Chancellor, Provost, and Vice Provost. Research Academic Staff includes individuals holding Category B Research Title Series: Researcher, Scientist, Research Animal Veterinarian, Instrumentation Innovator, and Visiting Scientist. It does not include Category A Research Staff who assist in research such as Research Specialist.

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

**Table 1**

**Headcount of Faculty and Staff by Gender (continued)**



Source: October IADS and HRS data.

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

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

10/15/17

Table 2

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

		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Faculty</b>	Black/African American (only)	51	48	45	47	49	49	54	57	55	55
	Asian/Pacific Islander (only)	215	229	233	241	234	247	257	264	268	279
	American Indian (only)	13	13	12	10	9	9	8	6	7	6
	Hispanic (all races)	76	78	77	78	76	76	76	78	80	82
	White (only) or Unknown	1,843	1,810	1,808	1,789	1,753	1,774	1,777	1,795	1,773	1,708
	2 or more races (non-Hispanic)				12	14	18	17	20	22	24
	<b>Total</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>	<b>2,205</b>	<b>2,154</b>
Faculty with Administrative Appointments	Black/African American (only)	8	4	5	3	4	7	5	6	7	6
	Asian/Pacific Islander (only)	10	14	12	11	10	11	9	10	11	14
	American Indian (only)	1	1	1	2	2	2	0	0	0	1
	Hispanic (all races)	5	4	5	8	8	8	9	10	8	6
	White (only) or Unknown	203	211	215	210	208	213	216	210	197	195
	2 or more races (non-Hispanic)				4	4	4	2	2	0	1
	<b>Total</b>	<b>227</b>	<b>234</b>	<b>238</b>	<b>238</b>	<b>236</b>	<b>245</b>	<b>241</b>	<b>238</b>	<b>223</b>	<b>223</b>
Faculty without Administrative Appointments	Black/African American (only)	43	44	40	44	45	42	49	51	48	49
	Asian/Pacific Islander (only)	205	215	221	230	224	236	248	254	257	265
	American Indian (only)	12	12	11	8	7	7	8	6	7	5
	Hispanic (all races)	71	74	72	70	68	68	67	68	72	76
	White (only) or Unknown	1,640	1,599	1,593	1,579	1,545	1,561	1,561	1,585	1,576	1,513
	2 or more races (non-Hispanic)				8	10	14	15	18	22	23
	<b>Total</b>	<b>1,971</b>	<b>1,944</b>	<b>1,937</b>	<b>1,939</b>	<b>1,899</b>	<b>1,928</b>	<b>1,948</b>	<b>1,982</b>	<b>1,982</b>	<b>1,931</b>
<b>Limited Staff</b> (non-faculty)	Black/African American (only)	23	24	23	21	22	26	28	29	30	34
	Asian/Pacific Islander (only)	5	6	5	6	7	9	10	11	13	16
	American Indian (only)	3	2	1	2	1	1	1	1	3	3
	Hispanic (all races)	14	14	15	17	18	15	13	15	14	15
	White (only) or Unknown	369	371	387	399	396	418	428	431	449	466
	2 or more races (non-Hispanic)				2	1	1	3	5	7	7
	<b>Total</b>	<b>414</b>	<b>417</b>	<b>431</b>	<b>447</b>	<b>445</b>	<b>470</b>	<b>483</b>	<b>492</b>	<b>516</b>	<b>541</b>
<b>Academic Staff</b>	Black/African American (only)	109	107	123	118	122	130	126	120	131	153
	Asian/Pacific Islander (only)	514	550	545	567	558	584	586	579	586	666
	American Indian (only)	32	36	37	29	34	32	31	29	25	23
	Hispanic (all races)	136	149	150	147	152	157	161	164	181	224
	White (only) or Unknown	6,004	6,113	6,234	6,422	6,331	6,389	6,453	6,605	6,719	7,141
	2 or more races (non-Hispanic)				34	36	46	56	63	90	104
	<b>Total</b>	<b>6,795</b>	<b>6,955</b>	<b>7,089</b>	<b>7,317</b>	<b>7,233</b>	<b>7,338</b>	<b>7,413</b>	<b>7,560</b>	<b>7,732</b>	<b>8,311</b>
Instructional Academic Staff	Black/African American (only)	34	33	35	33	32	32	28	30	33	36
	Asian/Pacific Islander (only)	146	165	160	161	154	164	162	156	165	195
	American Indian (only)	6	9	10	6	6	8	8	8	5	6
	Hispanic (all races)	47	53	53	57	57	57	52	57	55	68
	White (only) or Unknown	1,816	1,879	1,925	1,960	1,947	2,028	2,039	2,067	2,088	2,109
	2 or more races (non-Hispanic)				8	8	11	18	21	21	25
	<b>Total</b>	<b>2,049</b>	<b>2,139</b>	<b>2,183</b>	<b>2,225</b>	<b>2,204</b>	<b>2,300</b>	<b>2,307</b>	<b>2,339</b>	<b>2,367</b>	<b>2,439</b>
Research Doctoral Academic Staff	Black/African American (only)	9	6	9	9	9	11	10	7	11	13
	Asian/Pacific Islander (only)	215	220	219	229	230	233	243	238	234	241
	American Indian (only)	1	2	2	2	2	2	2	3	3	2
	Hispanic (all races)	28	27	26	23	24	28	25	27	29	40
	White (only) or Unknown	946	939	948	995	1004	1008	999	1021	1016	995
	2 or more races (non-Hispanic)				3	3	4	4	6	8	7
	<b>Total</b>	<b>1,199</b>	<b>1,194</b>	<b>1,204</b>	<b>1,261</b>	<b>1,272</b>	<b>1,286</b>	<b>1,283</b>	<b>1,302</b>	<b>1,301</b>	<b>1,298</b>
Other Academic Staff	Black/African American (only)	66	68	79	76	81	87	88	83	87	104
	Asian/Pacific Islander (only)	153	165	166	177	174	187	181	185	187	230
	American Indian (only)	25	25	25	21	26	22	21	18	17	15
	Hispanic (all races)	61	69	71	67	71	72	84	80	97	116
	White (only) or Unknown	3,242	3,295	3,361	3,467	3,380	3,353	3,415	3,517	3,615	4,037
	2 or more races (non-Hispanic)				23	25	31	34	36	61	72
	<b>Total</b>	<b>3,547</b>	<b>3,622</b>	<b>3,702</b>	<b>3,831</b>	<b>3,757</b>	<b>3,752</b>	<b>3,823</b>	<b>3,919</b>	<b>4,064</b>	<b>4,574</b>

Table 2

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

		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>University Staff</b>	Black/African American (only)	127	130	133	129	137	151	166	161	153	168
	Asian/Pacific Islander (only)	208	217	239	233	239	241	246	254	256	283
	American Indian (only)	20	16	18	16	14	18	17	14	14	15
	Hispanic (all races)	270	272	288	291	286	277	278	270	270	296
	White (only) or Unknown	4,603	4,630	4,688	4,713	4,548	4,594	4,609	4,519	4,299	3,983
	2 or more races (non-Hispanic)				28	29	30	33	52	49	49
	<b>Total</b>	<b>5,228</b>	<b>5,265</b>	<b>5,366</b>	<b>5,410</b>	<b>5,253</b>	<b>5,311</b>	<b>5,349</b>	<b>5,270</b>	<b>5,041</b>	<b>4,794</b>
<b>Exempt University Staff</b>	Black/African American (only)					24	25	26	23	22	19
	Asian/Pacific Islander (only)					66	65	68	64	54	47
	American Indian (only)					3	5	4	2	2	2
	Hispanic (all races)					32	29	28	28	24	24
	White (only) or Unknown					1,383	1,404	1,451	1,411	1,200	977
	2 or more races (non-Hispanic)					9	7	8	13	10	5
	<b>Total</b>					<b>1,517</b>	<b>1,535</b>	<b>1,585</b>	<b>1,541</b>	<b>1,312</b>	<b>1,074</b>
<b>Non-Exempt University Staff</b>	Black/African American (only)					113	126	140	138	131	149
	Asian/Pacific Islander (only)					173	176	178	190	202	236
	American Indian (only)					11	13	13	12	12	13
	Hispanic (all races)					254	248	250	242	246	272
	White (only) or Unknown					3,165	3,190	3,158	3,108	3,099	3,006
	2 or more races (non-Hispanic)					20	23	25	39	39	44
	<b>Total</b>					<b>3,736</b>	<b>3,776</b>	<b>3,764</b>	<b>3,729</b>	<b>3,729</b>	<b>3,720</b>
<b>Post-Degree Training Staff</b>	Black/African American (only)	13	23	20	23	17	15	10	10	8	11
	Asian/Pacific Islander (only)	275	305	341	324	321	283	249	241	266	252
	American Indian (only)	1	0	0	2	2	1	1	4	2	2
	Hispanic (all races)	46	37	48	36	34	33	35	38	37	42
	White (only) or Unknown	472	503	586	625	666	649	608	620	606	631
	2 or more races (non-Hispanic)				0	1	5	11	14	15	22
	<b>Total</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>934</b>	<b>960</b>
<b>Graduate Assistants</b>	Black/African American (only)	148	142	147	140	145	143	146	131	124	126
	Asian/Pacific Islander (only)	1,343	1,325	1,398	1,257	1,282	1,340	1,357	1,386	1,381	1,291
	American Indian (only)	29	28	34	27	17	17	21	16	13	11
	Hispanic (all races)	276	260	255	268	267	275	299	301	299	280
	White (only) or Unknown	3,287	3,252	3,272	3,589	3,518	3,507	3,474	3,392	3,264	3,177
	2 or more races (non-Hispanic)				10	45	64	82	101	99	107
	<b>Total</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>5,180</b>	<b>4,992</b>
<b>Total</b>	Black/African American (only)	471	474	491	478	492	514	530	508	501	547
	Asian/Pacific Islander (only)	2,560	2,632	2,761	2,628	2,641	2,704	2,705	2,735	2,770	2,787
	American Indian (only)	98	95	102	86	77	78	79	70	64	60
	Hispanic (all races)	818	810	833	837	833	833	862	866	881	939
	White (only) or Unknown	16,578	16,679	16,975	17,537	17,212	17,331	17,349	17,362	17,110	17,106
	2 or more races (non-Hispanic)				58	126	164	202	255	282	313
<b>Grand Total</b>		<b>20,525</b>	<b>20,690</b>	<b>21,162</b>	<b>21,624</b>	<b>21,381</b>	<b>21,624</b>	<b>21,727</b>	<b>21,796</b>	<b>21,608</b>	<b>21,752</b>

Source: October IADS and HRS data.

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

Prepared by: Office of Academic Planning and Institutional Research

Table 2

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

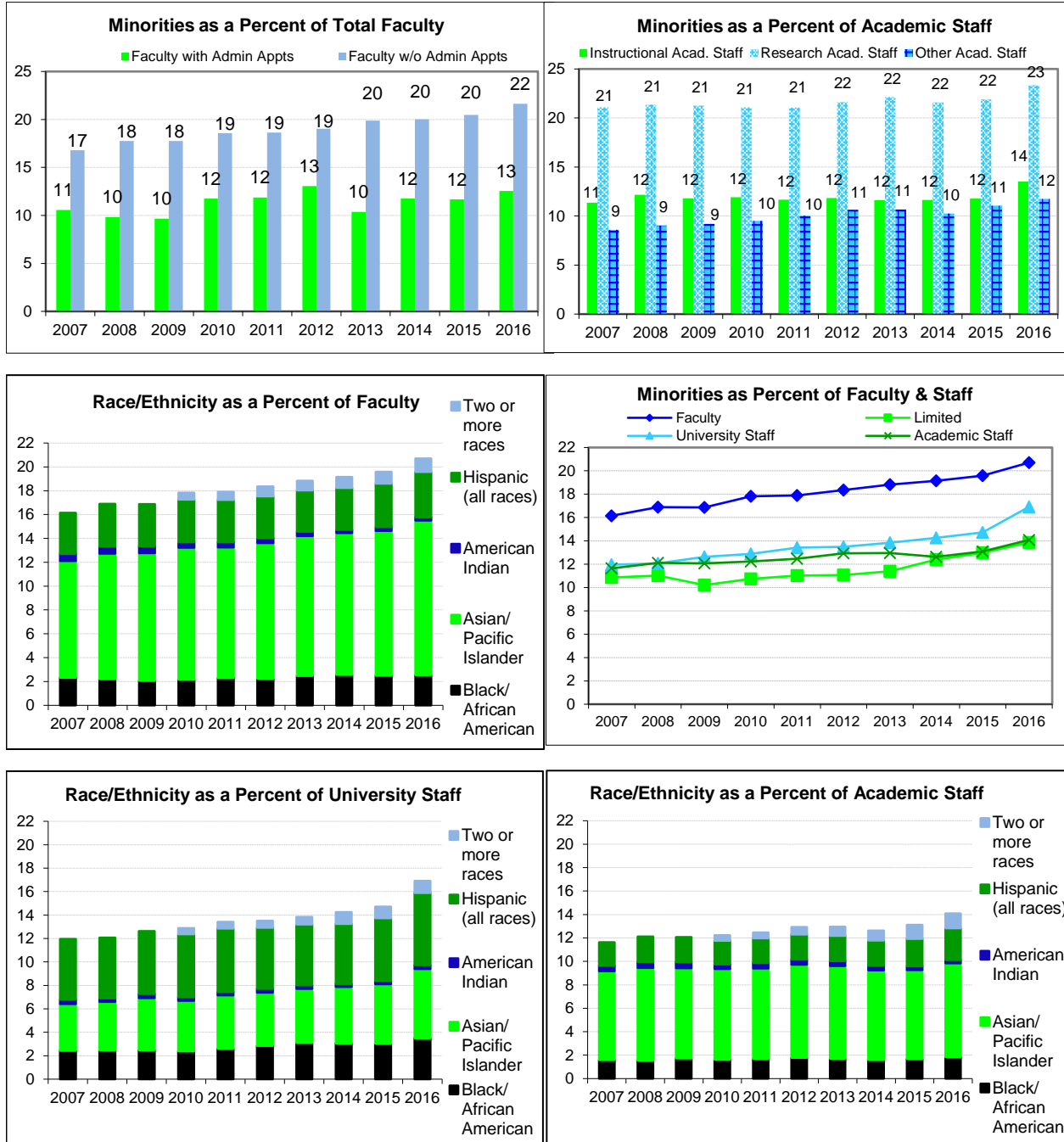


TABLE 3

## 2016 Headcount of Faculty and Staff by Gender and Race/Ethnicity

		Instructional		Research	Other	Exempt	Non-Exempt	Post-Degree	Total
		Limited	Academic	Academic	Academic	Classified	Classified	Training Graduate	
	Faculty	Staff	Staff	Staff	Staff	Staff	Staff	Staff Assistants	
<b>Women</b>									
Black/African American (only)	31	14	18	6	69	4	68	5	285
Asian (only)	87	10	93	112	149	27	138	82	1,182
American Indian (only)	3	0	3	1	8	0	9	2	32
Hispanic (all races)	32	8	29	21	72	11	124	16	452
Pacific Islander (only)	2	0	1	0	2	0	0	0	6
White (only)	550	219	925	394	2,468	410	1,487	245	8,009
2 or more races (non-Hispanic)	12	2	16	5	51	2	16	10	173
Unknown	24	3	63	16	96	2	64	54	431
Total	741	256	1,148	555	2,915	456	1,906	414	10,570
Percent Minority	23%	13%	14%	26%	12%	10%	19%	28%	20%
<b>Men</b>									
Black/African American (only)	24	20	18	7	35	15	81	6	262
Asian (only)	190	6	101	129	77	20	96	169	1,590
American Indian (only)	3	3	3	1	7	2	4	0	28
Hispanic (all races)	50	7	39	19	44	13	148	26	487
Pacific Islander (only)	0	0	0	0	2	0	2	1	9
White (only)	1,097	241	1,002	552	1,420	561	1,381	238	8,078
2 or more races (non-Hispanic)	12	5	9	2	21	3	28	12	140
Unknown	37	3	119	33	53	4	74	94	588
Total	1,413	285	1,291	743	1,659	618	1,814	546	11,182
Percent Minority	20%	14%	13%	21%	11%	9%	20%	39%	23%
<b>Grand Total</b>	2,154	541	2,439	1,298	4,574	1,074	3,720	960	21,752
Percent Women	34%	47%	47%	43%	64%	42%	51%	43%	49%
Percent Minority	20.7%	13.9%	13.5%	23.3%	11.7%	9.0%	19.2%	34.3%	21.4%

Source: October HRS data.

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

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Individuals who choose not to report a racial/ethnic category are reported as Unknown.

TABLE 4

## 2016 Headcount of Faculty and Staff by Race/Ethnicity/Non-Resident Alien Status

		Instructional		Research	Other	Exempt	Non-Exempt	Post-Degree	Total
		Limited	Academic	Academic	Academic	Classified	Classified	Training Graduate	
	Faculty	Staff	Staff	Staff	Staff	Staff	Staff	Staff Assistants	
Black/African American (only)	53	34	36	11	104	19	148	5	513
Asian (only)	263	16	168	176	188	47	230	48	1,336
American Indian (only)	6	3	6	2	15	2	13	2	59
Hispanic (all races)	79	15	63	34	111	24	265	22	809
Pacific Islander (only)	2	0	1	0	4	0	2	0	11
White (only)	1,635	460	1,913	909	3,874	971	2,867	396	15,723
2 or more races (non-Hispanic)	24	7	25	7	72	5	44	21	303
Unknown	58	6	168	37	143	6	136	82	673
Nonresident Alien	34	0	59	122	63	0	15	384	2,325
Total	2,154	541	2,439	1,298	4,574	1,074	3,720	960	21,752
Percent Resident Minority	19.7%	13.9%	12.2%	17.7%	10.7%	9.0%	18.8%	10.2%	13.9%
Percent Nonresident Alien	1.6%	0.0%	2.4%	9.4%	1.4%	0.0%	0.4%	40.0%	10.7%

Source: October HRS data.

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

Employees are asked a two-part question, asking first about Hispanic heritage and then about race. Individuals may choose to report more than one race. Individuals who reported Hispanic heritage are counted as Hispanic, regardless of race. Those who report two or more races and do not indicate Hispanic heritage are reported in the two or more races category. Individuals who choose not to report a racial/ethnic category are reported as unknown. Individuals with a non-permanent Visa status, regardless of race or ethnic heritage, are reported as Nonresident Alien.

Prepared by: Office of Academic Planning and Institutional Research

Table 5

Faculty Headcount by Rank and Gender

		1987	1995	2000	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Professor</b>	Women	140	181	233	303	307	312	324	322	329	338	363	370	365
	Men	1,366	1,248	1,127	1,012	987	969	959	922	942	952	961	944	926
	% Women	9%	13%	17%	23%	24%	24%	25%	26%	26%	26%	27%	28%	28%
<b>Associate Professor</b>	Women	79	135	125	137	151	153	157	163	172	171	160	168	177
	Men	292	319	266	264	278	281	290	269	249	249	253	240	230
	% Women	21%	30%	32%	34%	35%	35%	35%	38%	41%	41%	39%	41%	43%
<b>Assistant Professor</b>	Women	137	146	161	202	190	198	192	186	199	205	219	212	199
	Men	342	253	262	279	265	262	254	273	282	274	264	271	257
	% Women	29%	37%	38%	42%	42%	43%	43%	41%	41%	43%	45%	44%	44%
<b>Instructor</b>	Women	2	0	0	1	0	0	1	0	0	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	643	648	663	674	671	700	714	742	750	741
	Men	2,002	1,820	1,655	1,555	1,530	1,512	1,503	1,464	1,473	1,475	1,478	1,455	1,413
	<b>Total</b>	2,360	2,282	2,174	2,198	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154
<i>Women as % of Total</i>		15.2	20.2	23.9	29.3	29.8	30.5	31.0	31.4	32.2	32.6	33.4	34.0	34.4

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.

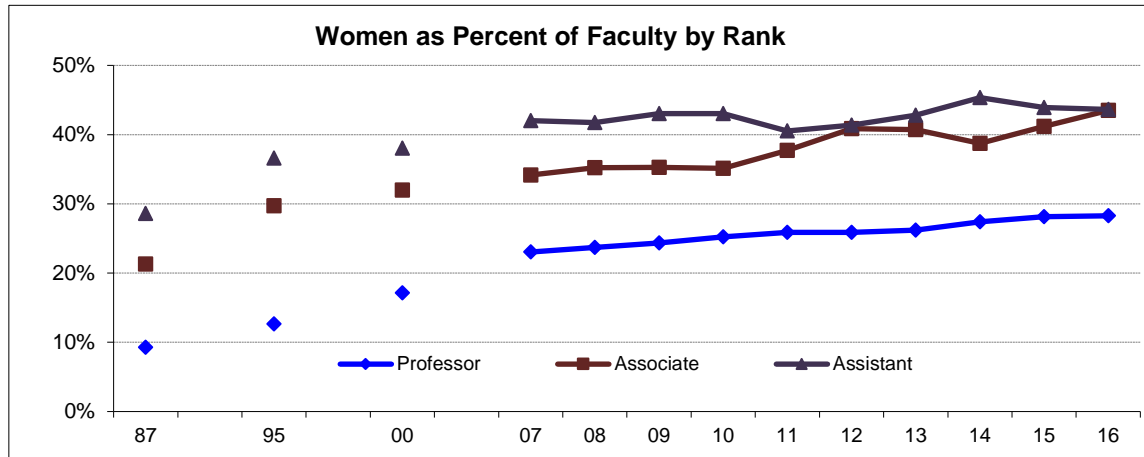


Table 6

## Faculty Headcount by Rank and Race/Ethnicity

		1987	1995	2000	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Professor</b>	Black	17	20	18	27	25	22	20	21	20	22	23	25	25
	Asian/Pacific Islander	44	52	57	87	93	100	109	111	115	123	139	140	147
	American Indian	0	3	3	3	3	3	2	3	3	4	4	4	3
	Hispanic	14	21	29	29	32	32	34	36	36	38	38	39	37
	Two or more races							6	6	6	6	7	8	8
	Unknown						11	15	10	13	18	21	22	14
	White	1431	1,333	1,253	1,169	1,141	1,113	1,097	1,057	1,078	1,079	1,092	1,076	1,057
<b>Associate</b>	Black	5	10	11	6	8	7	8	6	8	10	9	8	9
<b>Professor</b>	Asian/Pacific Islander	20	25	31	51	60	57	58	51	58	66	60	57	57
	American Indian	3	2	1	5	6	5	5	5	6	4	2	2	2
	Hispanic	6	16	13	16	12	15	18	19	17	18	24	24	25
	Two or more races							2	3	4	2	3	3	4
	Unknown						10	13	14	16	20	18	16	6
	White	337	401	335	323	343	340	343	334	312	300	297	298	304
<b>Assistant</b>	Black	4	10	23	18	15	16	19	22	21	22	26	23	21
<b>Professor</b>	Asian/Pacific Islander	24	37	59	78	76	75	71	71	73	67	65	70	75
	American Indian	0	3	2	5	4	4	3	1	0	0	0	1	1
	Hispanic	9	15	17	31	35	29	25	21	23	20	16	17	20
	Two or more races							4	5	7	8	10	11	12
	Unknown						18	24	39	45	51	55	59	41
	White	442	334	322	349	325	318	300	300	312	311	311	302	286
<b>Instructor</b>	Black	0	0	0	0	0	0	0	0	0	0	0	0	0
	Asian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
	American Indian	0	0	0	0	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or more races							0	0	0	0	0	0	0
	Unknown							1	0	0	0	0	0	0
	White	4	0	0	1	0	0	0	0	0	0	0	0	0
<b>Total</b>	Black	26	40	52	51	48	45	47	49	49	54	58	56	55
<b>Faculty</b>	Asian/Pacific Islander	88	114	147	216	229	232	238	233	246	256	264	267	279
	American Indian	3	8	6	13	13	12	10	9	9	8	6	7	6
	Hispanic	29	52	59	76	79	76	77	76	76	76	78	80	82
	Two or more races							12	14	17	16	20	22	24
	Unknown						39	53	63	74	89	94	97	61
	White	2,214	2,068	1,910	1,842	1,809	1,771	1,740	1,691	1,702	1,690	1,700	1,676	1,647
	<b>Total</b>	2,360	2,282	2,174	2,198	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154
<i>Minority as % of Total</i>		6.2	9.4	12.1	16.2	16.9	16.8	17.6	17.8	18.3	18.7	19.2	19.6	20.7

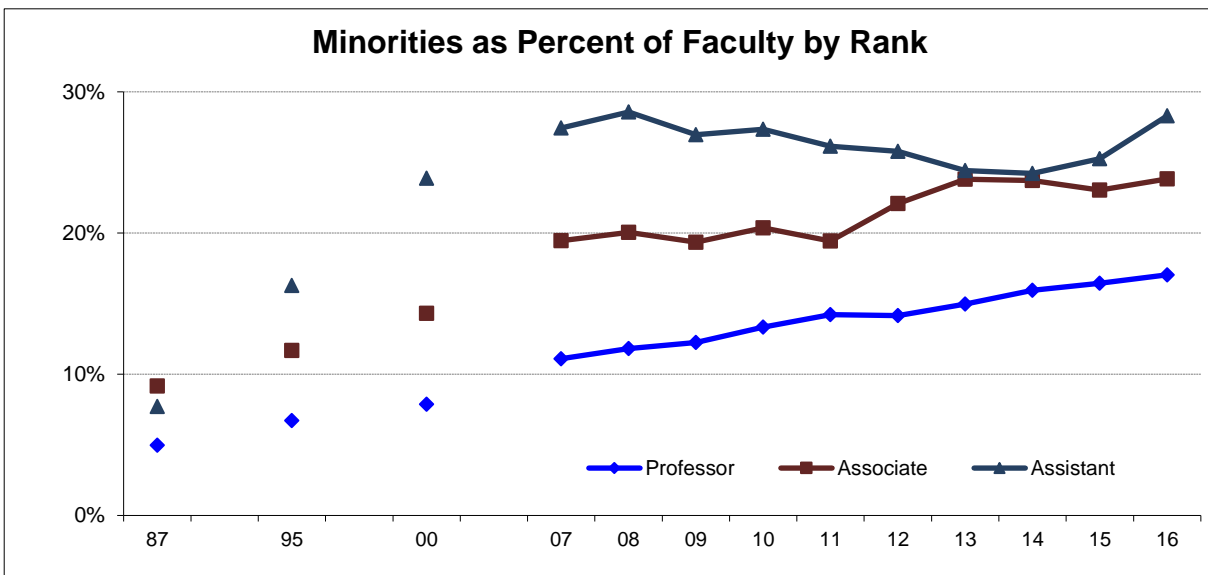
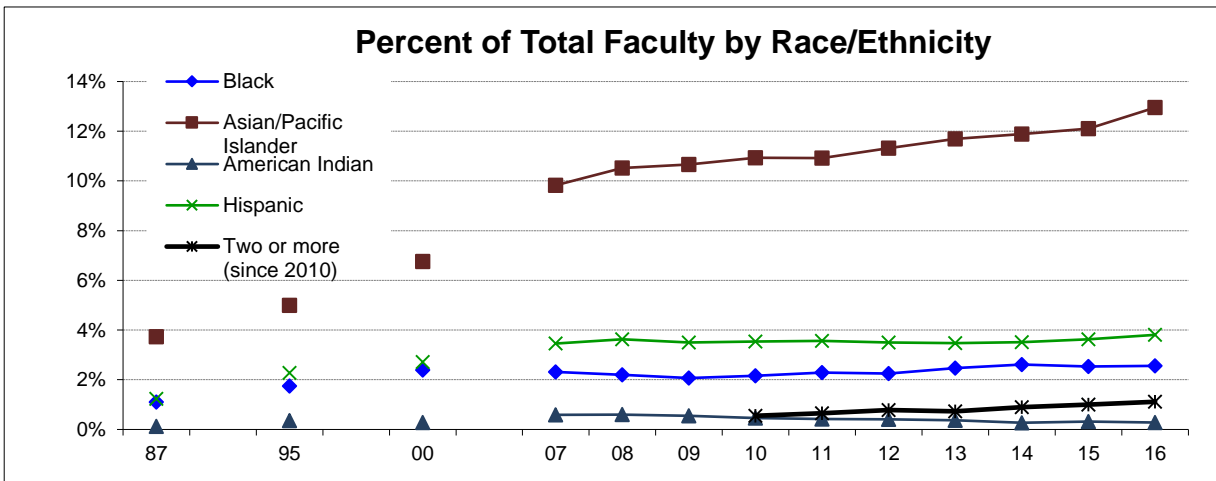
SOURCE: October IADS and HRS data. NOTES: Madison Plan operated from 1988-1993; Strategic Hiring Initiative ran from 1997-2002 and 2003-present. Both programs had goals to increase minority hires. In 2008 and prior years, "White" includes people who chose not to report their race/ethnicity. Changes to 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.

Prepared by: Office of Academic Planning and Institutional Research

3/15/2017

Table 6

Faculty Headcount by Rank and Race/Ethnicity (continued)

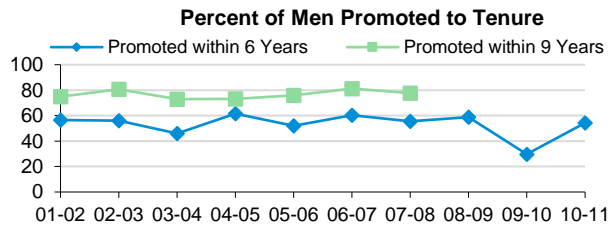
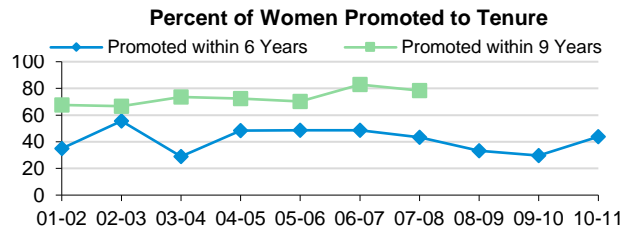


**Table 7**

**Faculty Tenure Promotions by Gender**

Entering Cohort	Women					Men				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Still Probationary	Promoted	Still Probationary		Promoted	Still Probationary	Promoted	Still Probationary
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	78	0	54	56	33	78	0
2008-09	18	33	44			51	59	25		
2009-10	37	30	43			37	30	41		
2010-11	32	44	34			48	54	31		
Average		42	40	73	2		54	30	77	1

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2010-11 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Three faculty hired between 2001-02 and 2007-08 were promoted after 9 years (not shown).



**Table 8**

**Faculty Tenure Promotions by Minority Status**

Entering Cohort	Total Hired	Minority				Non-Minority				
		Percent After 6 Years:		Percent After 9 Years:		Percent After 6 Years:		Percent After 9 Years:		Still
		Promoted	Still Probationary	Promoted	Still Probationary	Promoted	Still Probationary	Promoted	Still Probationary	
2001-02	30	47	37	73	0	86	50	35	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	19	47	32	79	0	68	50	34	74	3
2006-07	23	52	43	78	0	60	57	35	83	2
2007-08	29	48	45	79	0	62	52	34	77	0
2008-09	18	61	28			51	49	31		
2009-10	17	6	65			57	37	35		
2010-11	24	42	33			56	54	32		
Average		45	36	74	1		50	33	76	1

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2010-11 or earlier. Minority faculty include those who identified themselves as Black, Asian, Hispanic, American Indian, Pacific Islander, or two or more races. See Technical Note #9 for an explanation of how time to tenure is calculated. Three faculty hired between 2001-02 and 2007-08 were promoted after 9 years (not shown).

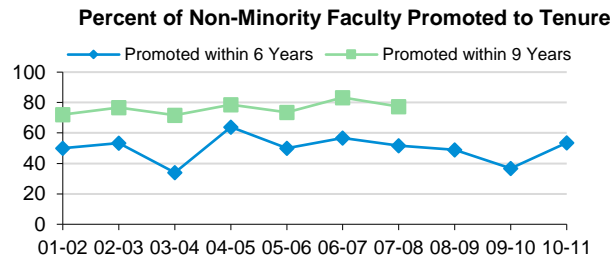
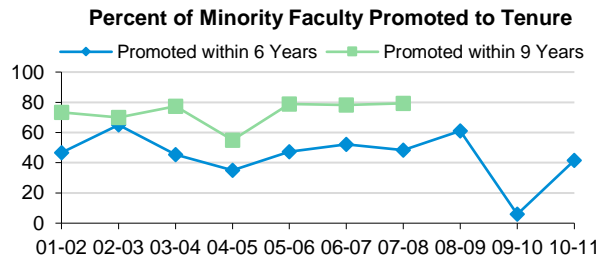


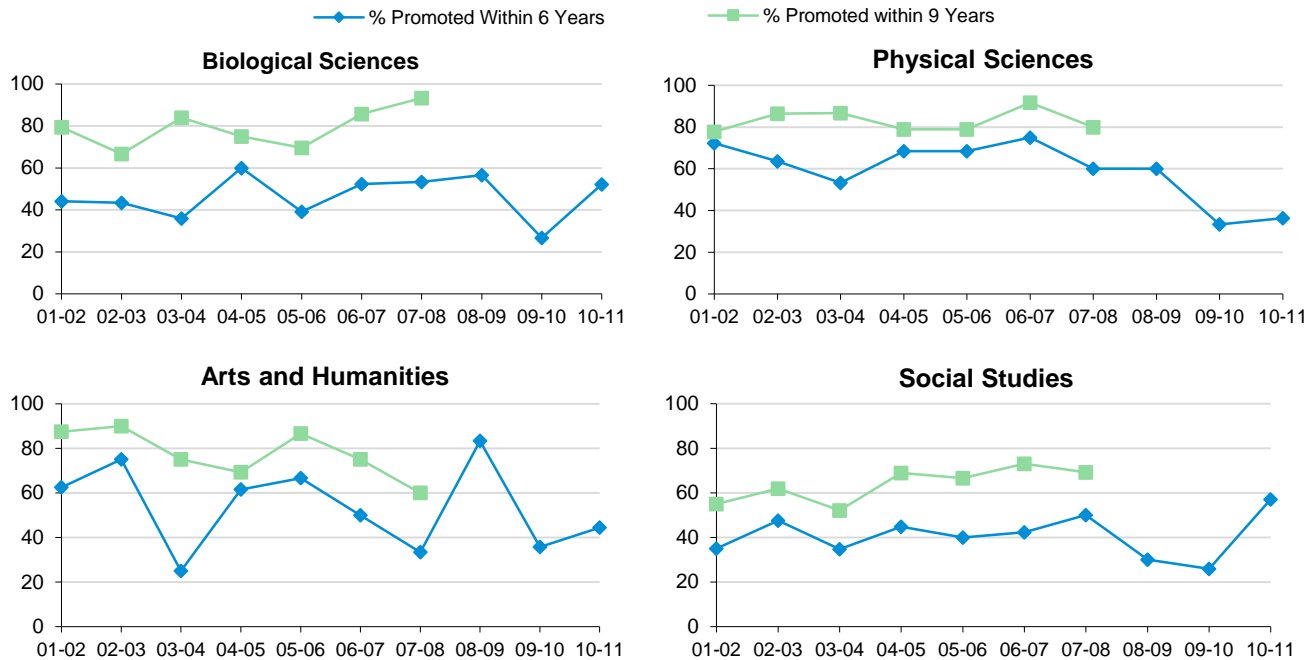
Table 9

### Faculty Tenure Promotions by Divisional Committee Affiliation

Entering Cohort	Biological Sciences			Physical Sciences			Arts and Humanities			Social 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
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	93	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	
2010-11	23	52		11	36		18	44		28	57	
Average	24	47	79	19	61	83	15	54	79	27	41	64

Source: UW-Madison Tenure file and IADS Note: Includes only individuals hired as probationary faculty in 2010-11 or earlier. See Technical Note #9 for an explanation of how time to tenure is calculated. Three faculty hired between 2001-02 and 2007-08 were promoted after 9 years (not shown).

### Faculty Tenure Promotions by Divisional Committee Affiliation



**Table A-1****University Staff by Salary Schedules and Gender, October 2011 and 2016****October 2011**

<b>Salary Schedule</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% Female</b>
Administrative Support	1226	238	1464	84%
Building Trades - Crafts	12	245	257	5%
Education	1	2	3	33%
General Non-Represented	1	14	15	7%
Law Enforcement	17	31	48	35%
Non-Represented General Broadband	415	277	692	60%
Non-Represented IS-Related Broadband	16	27	43	37%
Non-Represented Patient Related	4	1	5	80%
Non-Represented Law Enforcement	5	11	16	31%
Professional Engineering	11	20	31	35%
Professional Patient Care	34	7	41	83%
Science	116	109	225	52%
Security and Public Safety	3	30	33	9%
Technical	334	237	571	58%
WPEC Fiscal and Staff Services	333	476	809	41%
WSEU Blue Collar and Non-Building Trades	252	748	1000	25%
<b>Total</b>	<b>2780</b>	<b>2473</b>	<b>5253</b>	<b>53%</b>

**October 2016**

<b>Salary Schedule</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% Female</b>
Administrative Support	917	232	1149	80%
Building Trades - Crafts	8	210	218	4%
Education	0	1	1	0%
General Non-Represented	1	12	13	8%
Law Enforcement	15	33	48	31%
Non-Represented General Broadband	460	297	757	61%
Non-Represented IS-Related Broadband	9	28	37	24%
Non-Represented Patient Related	1	1	2	50%
Non-Represented Law Enforcement			0	
Professional Engineering	6	11	17	35%
Professional Patient Care	18	2	20	90%
Science	82	74	156	53%
Security and Public Safety	6	39	45	13%
Technical	262	214	476	55%
WPEC Fiscal and Staff Services	248	451	699	35%
WSEU Blue Collar and Non-Building Trades	329	827	1156	28%
<b>Total</b>	<b>2362</b>	<b>2432</b>	<b>4794</b>	<b>49%</b>

Source: HRS EPM OCTJOB data view.

Prepared by: Office of Academic Planning and Institutional Research

10/15/2017

Table A-2

## University Staff by Salary Schedules and Minority Status, October 2011 and 2016

**October 2011**

<b>Salary Schedule</b>	<b>Minority</b>	<b>White</b>	<b>Unknown</b>	<b>Total</b>	<b>% Minority</b>
Administrative Support	104	1340	20	1464	7%
Building Trades - Crafts	9	245	3	257	4%
Education	1	2	0	3	33%
General Non-Represented	0	15	0	15	0%
Law Enforcement	6	41	1	48	13%
Non-Represented General Broadband	53	636	3	692	8%
Non-Represented IS-Related Broadband	3	40	0	43	7%
Non-Represented Patient Related	1	4	0	5	20%
Non-Represented Law Enforcement	1	15	0	16	6%
Professional Engineering	3	28	0	31	10%
Professional Patient Care	1	40	0	41	2%
Science	14	207	4	225	6%
Security and Public Safety	0	33	0	33	0%
Technical	56	501	14	571	10%
WPEC Fiscal and Staff Services	88	712	9	809	11%
WSEU Blue Collar & Non-Building Trades	365	587	48	1000	37%
<b>Total</b>	<b>705</b>	<b>4446</b>	<b>102</b>	<b>5253</b>	<b>13%</b>

**October 2016**

<b>Salary Schedule</b>	<b>Minority</b>	<b>White</b>	<b>Unknown</b>	<b>Total</b>	<b>% Minority</b>
Administrative Support	115	998	36	1149	10%
Building Trades - Crafts	11	204	3	218	5%
Education	1	0	0	1	100%
General Non-Represented	0	13	0	13	0%
Law Enforcement	5	43	0	48	10%
Non-Represented General Broadband	65	687	5	757	9%
Non-Represented IS-Related Broadband	0	37	0	37	0%
Non-Represented Patient Related	0	2	0	2	0%
Non-Represented Law Enforcement	--	--	--	--	--
Professional Engineering	1	16	0	17	6%
Professional Patient Care	1	18	1	20	5%
Science	14	140	2	156	9%
Security and Public Safety	7	38	0	45	16%
Technical	45	411	20	476	9%
WPEC Fiscal and Staff Services	89	603	7	699	13%
WSEU Blue Collar & Non-Building Trades	457	629	70	1156	40%
<b>Total</b>	<b>811</b>	<b>3839</b>	<b>144</b>	<b>4794</b>	<b>17%</b>

Source: HRS EPM OCTJOB data view.

Notes: Race and ethnic categories are based on Federal reporting categories. Individuals who identify as African American or Black, Asian or Asian American, Hispanic/Latino/Latina, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or two or more races are categorized as Minority in the table. Individuals who report White and no other Race or Ethnic category are reported as White.

Prepared by: Office of Academic Planning and Analysis

10/15/2017