



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) 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
Faculty	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
	Total	2,198	2,178	2,175	2,177	2,135	2,173	2,189	2,220	2,205	2,154
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
	Total	227	234	238	238	236	245	241	238	223	223
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
	Total	1,971	1,944	1,937	1,939	1,899	1,928	1,948	1,982	1,982	1,931
Limited Staff (non-faculty)	Women	181	183	188	193	191	209	216	221	237	256
	Men	233	234	243	254	254	261	267	271	279	285
	Total	414	417	431	447	445	470	483	492	516	541
Academic Staff	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
	Total	6,795	6,955	7,089	7,280	7,233	7,338	7,466	7,560	7,732	8,311
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
	Total	2,049	2,139	2,183	2,225	2,204	2,300	2,307	2,339	2,367	2,439
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
	Total	1,199	1,194	1,204	1,260	1,272	1,286	1,284	1,302	1,301	1,298
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
	Total	3,547	3,622	3,702	3,795	3,757	3,752	3,875	3,919	4,064	4,574
University Staff	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
	Total	5,228	5,265	5,366	5,410	5,253	5,311	5,349	5,270	5,041	4,794
Exempt University Staff	Women					689	688	699	665	573	456
	Men					828	847	886	876	739	618
	Total					1,517	1,535	1,585	1,541	1,312	1,074
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
	Total					3,736	3,776	3,764	3,729	3,729	3,720
Post-Degree Training Staff	Women	325	361	424	422	403	398	395	404	415	414
	Men	482	507	571	588	638	588	519	523	519	546
	Total	807	868	995	1,010	1,041	986	914	927	934	960
Graduate Assistants	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
	Total	5,083	5,007	5,106	5,291	5,274	5,346	5,379	5,327	5,180	4,992
Total	Women	9,754	9,949	10,234	10,446	10,237	10,365	10,462	10,454	10,383	10,570
	Men	10,771	10,741	10,928	11,169	11,144	11,259	11,318	11,342	11,225	11,182
Grand Total	Total	20,525	20,690	21,162	21,615	21,381	21,624	21,780	21,796	21,608	21,752

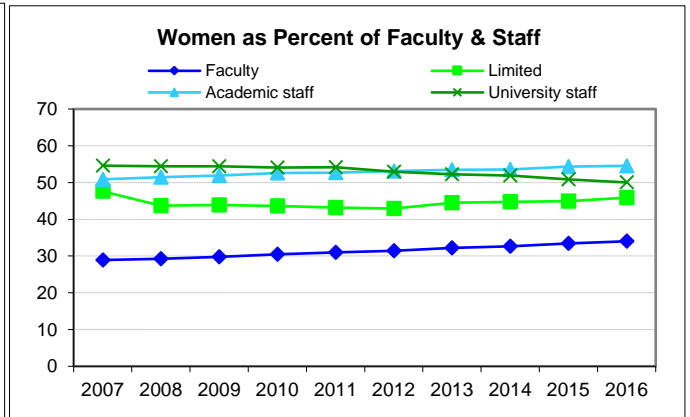
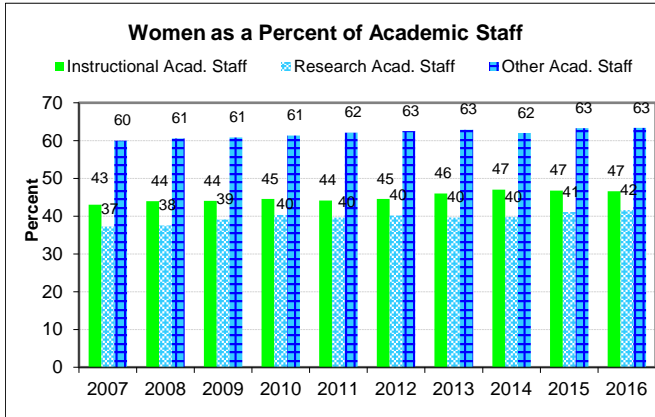
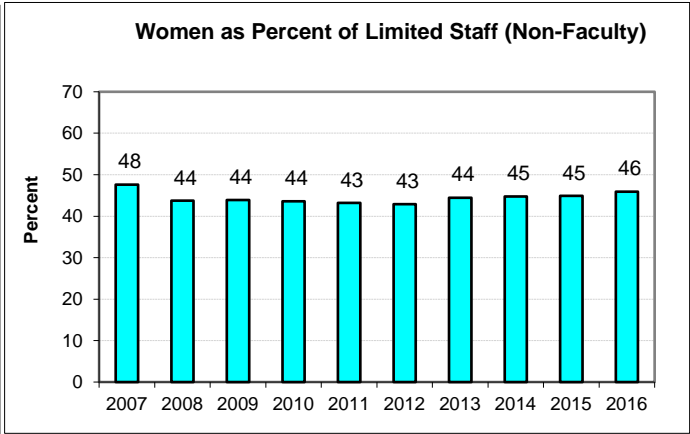
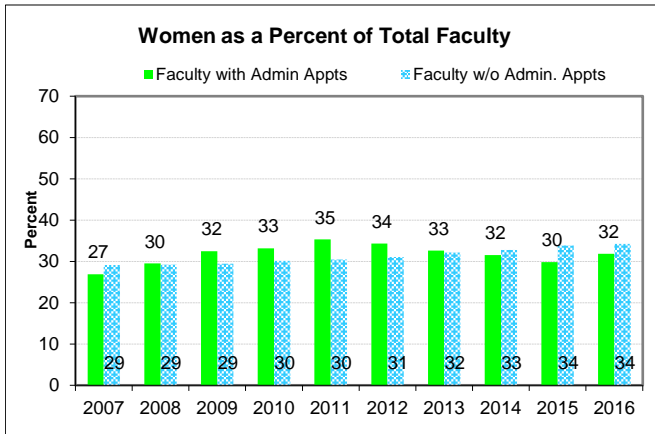
Source: October IADS and HRS data.

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
Faculty	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
	Total		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	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
	Total		227	234	238	238	236	245	241	238	223
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
	Total		1,971	1,944	1,937	1,939	1,899	1,928	1,948	1,982	1,982
Limited Staff (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
	Total		414	417	431	447	445	470	483	492	516
Academic Staff	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
	Total		6,795	6,955	7,089	7,317	7,233	7,338	7,413	7,560	7,732
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
	Total		2,049	2,139	2,183	2,225	2,204	2,300	2,307	2,339	2,367
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
	Total		1,199	1,194	1,204	1,261	1,272	1,286	1,283	1,302	1,301
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
	Total		3,547	3,622	3,702	3,831	3,757	3,752	3,823	3,919	4,064

Table 2

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

		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
University Staff	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
	Total		5,228	5,265	5,366	5,410	5,253	5,311	5,349	5,270	5,041
Exempt University Staff	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
	Total					1,517	1,535	1,585	1,541	1,312	1,074
Non-Exempt University Staff	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
	Total					3,736	3,776	3,764	3,729	3,729	3,720
Post-Degree Training Staff	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
	Total		807	868	995	1,010	1,041	986	914	927	934
Graduate Assistants	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
	Total		5,083	5,007	5,106	5,291	5,274	5,346	5,379	5,327	5,180
Total	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
Grand Total		20,525	20,690	21,162	21,624	21,381	21,624	21,727	21,796	21,608	21,752

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*

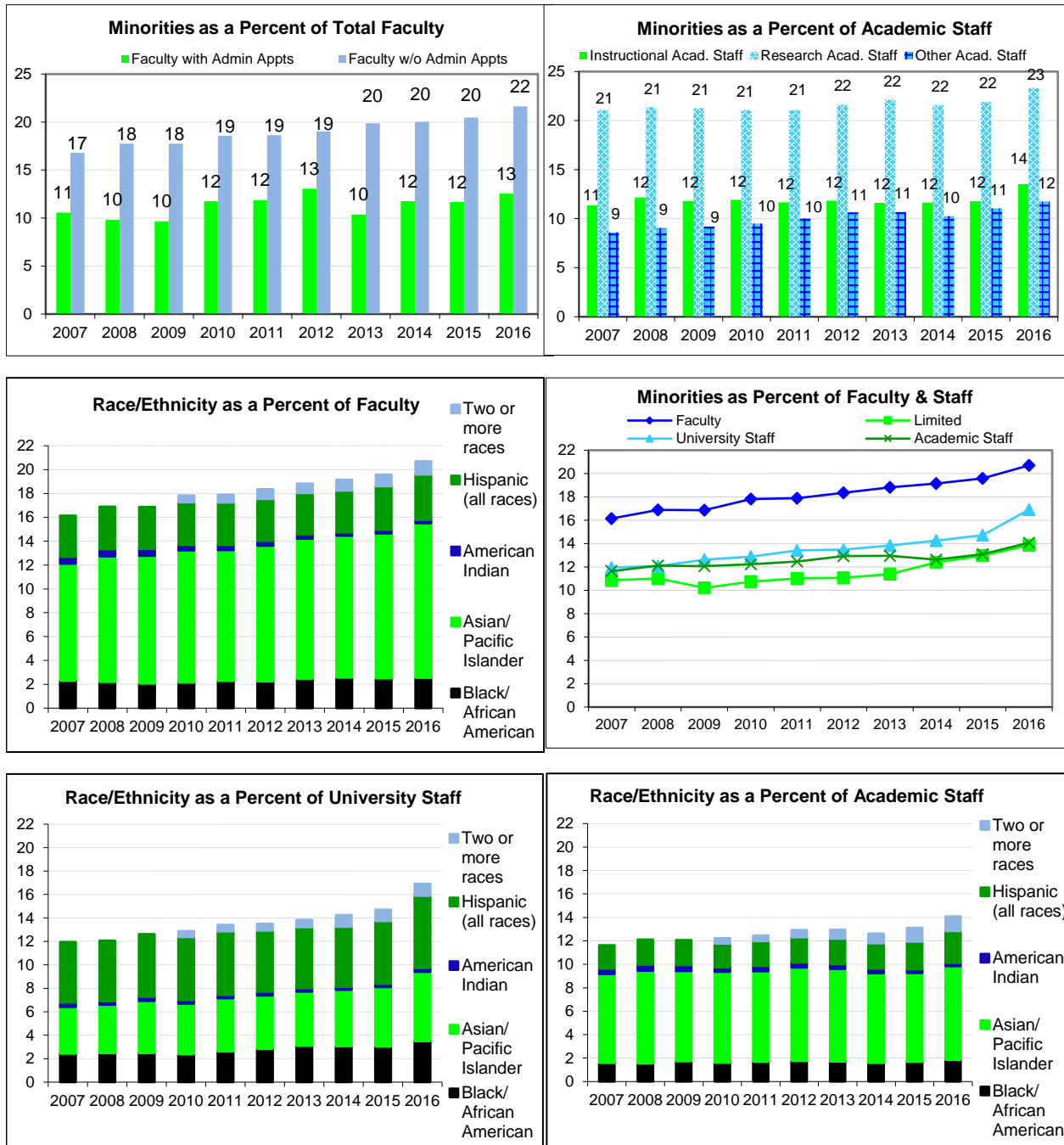


TABLE 3

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

	Faculty	Instructional	Research	Other	Exempt	Non-Exempt	Post-Degree	Total		
		Limited Academic Staff	Academic Staff	Academic Staff	Classified Staff	Classified Staff	Training Staff Assistants Graduate			
Women										
Black/African American (only)	31	14	18	6	69	4	68	5	70	285
Asian (only)	87	10	93	112	149	27	138	82	484	1,182
American Indian (only)	3	0	3	1	8	0	9	2	6	32
Hispanic (all races)	32	8	29	21	72	11	124	16	139	452
Pacific Islander (only)	2	0	1	0	2	0	0	0	1	6
White (only)	550	219	925	394	2,468	410	1,487	245	1,311	8,009
2 or more races (non-Hispanic)	12	2	16	5	51	2	16	10	59	173
Unknown	24	3	63	16	96	2	64	54	109	431
Total	741	256	1,148	555	2,915	456	1,906	414	2,179	10,570
Percent Minority	23%	13%	14%	26%	12%	10%	19%	28%	35%	20%
Men										
Black/African American (only)	24	20	18	7	35	15	81	6	56	262
Asian (only)	190	6	101	129	77	20	96	169	802	1,590
American Indian (only)	3	3	3	1	7	2	4	0	5	28
Hispanic (all races)	50	7	39	19	44	13	148	26	141	487
Pacific Islander (only)	0	0	0	0	2	0	2	1	4	9
White (only)	1,097	241	1,002	552	1,420	561	1,381	238	1,586	8,078
2 or more races (non-Hispanic)	12	5	9	2	21	3	28	12	48	140
Unknown	37	3	119	33	53	4	74	94	171	588
Total	1,413	285	1,291	743	1,659	618	1,814	546	2,813	11,182
Percent Minority	20%	14%	13%	21%	11%	9%	20%	39%	38%	23%
Grand Total	2,154	541	2,439	1,298	4,574	1,074	3,720	960	4,992	21,752
Percent Women	34%	47%	47%	43%	64%	42%	51%	43%	44%	49%
Percent Minority	20.7%	13.9%	13.5%	23.3%	11.7%	9.0%	19.2%	34.3%	36.4%	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

	Faculty	Instructional	Research	Other	Exempt	Non-Exempt	Post-Degree	Total		
		Limited Academic Staff	Academic Staff	Academic Staff	Classified Staff	Classified Staff	Training Staff Assistants Graduate			
Black/African American (only)	53	34	36	11	104	19	148	5	103	513
Asian (only)	263	16	168	176	188	47	230	48	200	1,336
American Indian (only)	6	3	6	2	15	2	13	2	10	59
Hispanic (all races)	79	15	63	34	111	24	265	22	196	809
Pacific Islander (only)	2	0	1	0	4	0	2	0	2	11
White (only)	1,635	460	1,913	909	3,874	971	2,867	396	2,698	15,723
2 or more races (non-Hispanic)	24	7	25	7	72	5	44	21	98	303
Unknown	58	6	168	37	143	6	136	82	37	673
Nonresident Alien	34	0	59	122	63	0	15	384	1,648	2,325
Total	2,154	541	2,439	1,298	4,574	1,074	3,720	960	4,992	21,752
Percent Resident Minority	19.7%	13.9%	12.2%	17.7%	10.7%	9.0%	18.8%	10.2%	12.2%	13.9%
Percent Nonresident Alien	1.6%	0.0%	2.4%	9.4%	1.4%	0.0%	0.4%	40.0%	33.0%	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
Professor	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%
Associate Professor	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%
Assistant Professor	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%
Instructor	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
Total Faculty	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
	Total	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.

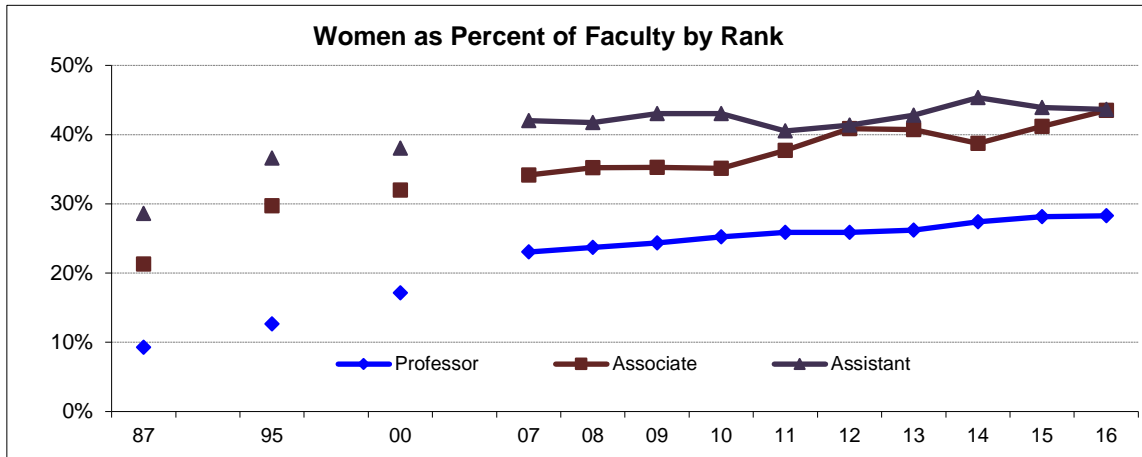


Table 6

Faculty Headcount by Rank and Race/Ethnicity

	1987	1995	2000	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Professor	Black	17	20	18	27	25	22	20	21	20	22	23	25
	Asian/Pacific Islander	44	52	57	87	93	100	109	111	115	123	139	140
	American Indian	0	3	3	3	3	3	2	3	3	4	4	3
	Hispanic	14	21	29	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	1,169	1,141	1,113	1,097	1,057	1,078	1,079	1,092	1,057
Associate Professor	Black	5	10	11	6	8	7	8	6	8	10	9	8
	Asian/Pacific Islander	20	25	31	51	60	57	58	51	58	66	60	57
	American Indian	3	2	1	5	6	5	5	5	6	4	2	2
	Hispanic	6	16	13	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	323	343	340	343	334	312	300	297	298
Assistant Professor	Black	4	10	23	18	15	16	19	22	21	22	26	23
	Asian/Pacific Islander	24	37	59	78	76	75	71	71	73	67	65	70
	American Indian	0	3	2	5	4	4	3	1	0	0	0	1
	Hispanic	9	15	17	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	349	325	318	300	300	312	311	311	302
Instructor	Black	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
	American Indian	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
	Two or more races							0	0	0	0	0	0
	Unknown							1	0	0	0	0	0
	White	4	0	0	1	0	0	0	0	0	0	0	0
Total Faculty	Black	26	40	52	51	48	45	47	49	49	54	58	55
	Asian/Pacific Islander	88	114	147	216	229	232	238	233	246	256	264	279
	American Indian	3	8	6	13	13	12	10	9	9	8	6	7
	Hispanic	29	52	59	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	1,842	1,809	1,771	1,740	1,691	1,702	1,690	1,700	1,676
	Total	2,360	2,282	2,174	2,198	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	16.2	16.9	16.8	17.6	17.8	18.3	18.7	19.2	19.6

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

Table 6

Faculty Headcount by Rank and Race/Ethnicity (continued)

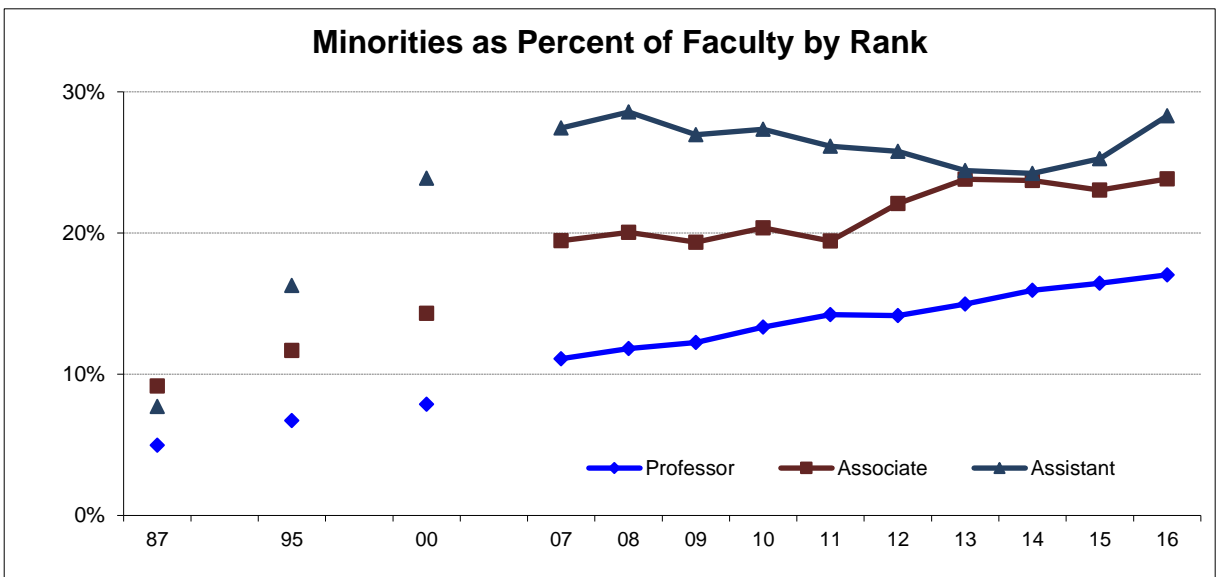
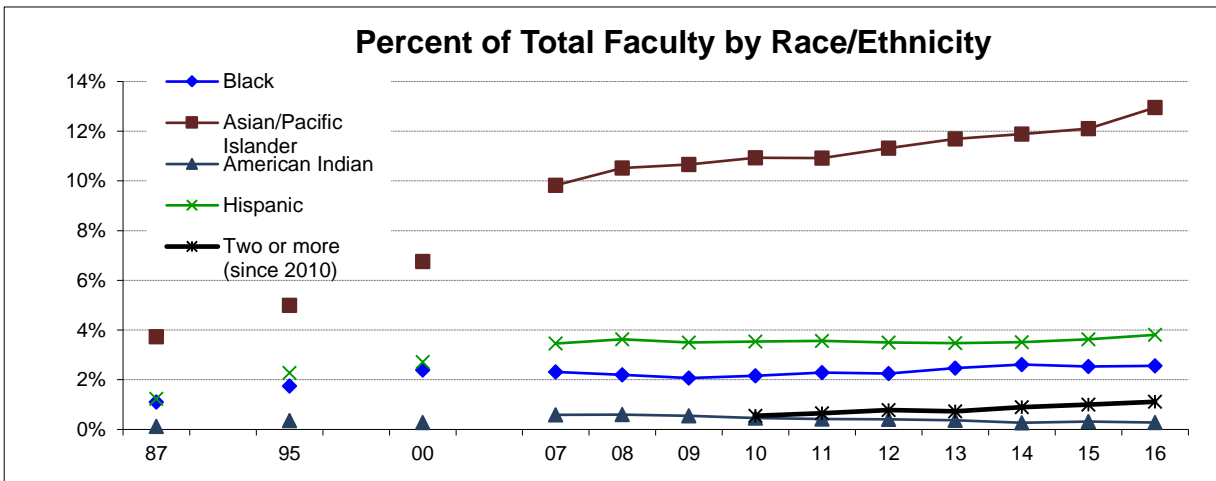


Table 7

Faculty Tenure Promotions by Gender

Entering Cohort	Women					Men				
	Total Hired	Percent After 6 Years:		Percent After 9 Years:		Total Hired	Percent After 6 Years:		Percent After 9 Years:	
		Promoted	Probationary	Still	Probationary		Promoted	Probationary	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).

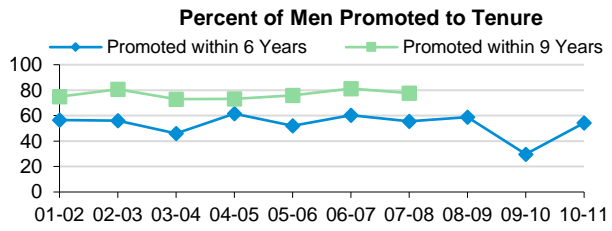
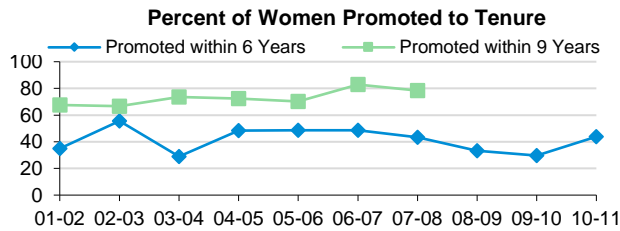


Table 8

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:		
		Promoted	Still Probationary	Promoted	Still Probationary	Promoted	Still Probationary	Promoted	Still Probationary	Still
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).

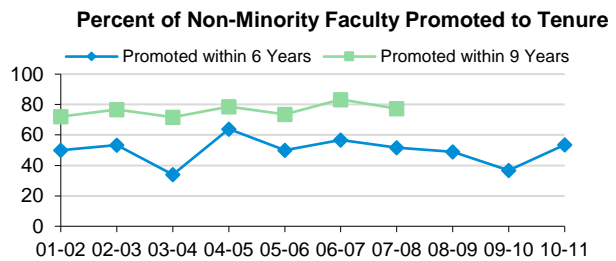
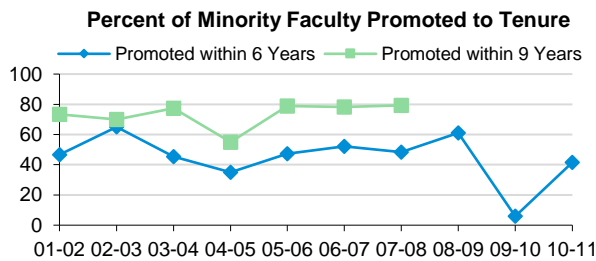


Table 9

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

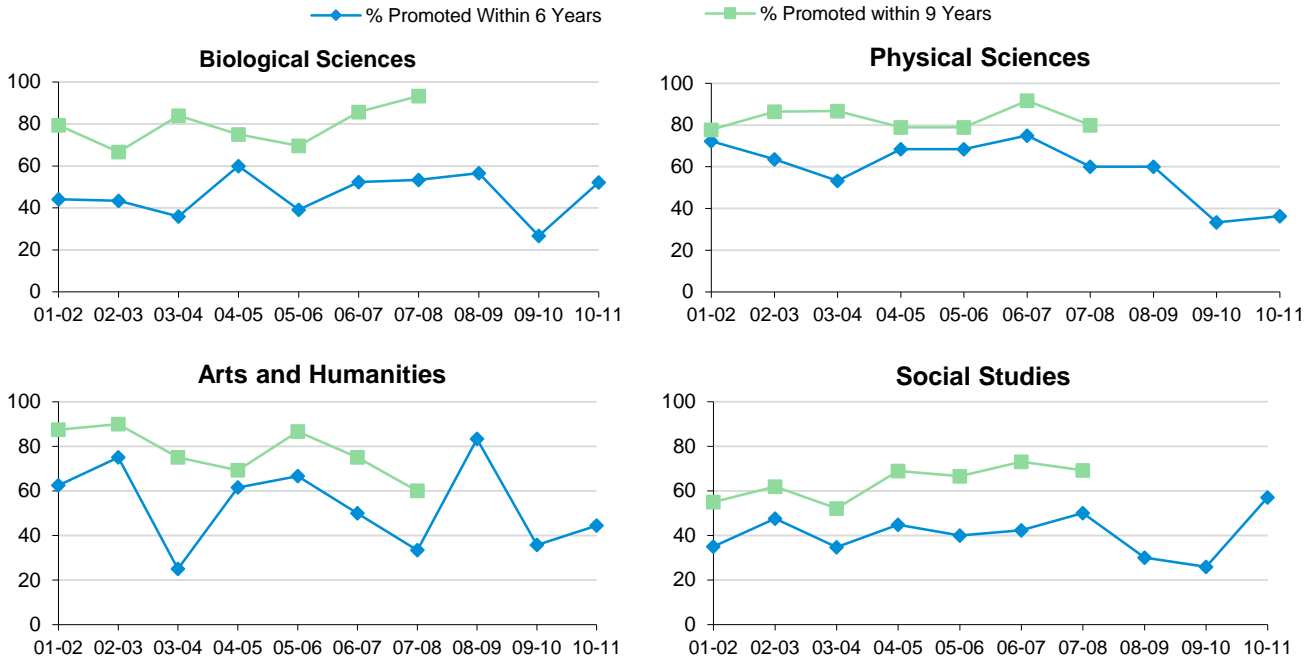


Table A-1

University Staff by Salary Schedules and Gender, October 2011 and 2016

October 2011

Salary Schedule	Female	Male	Total	% Female
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%
Total	2780	2473	5253	53%

October 2016

Salary Schedule	Female	Male	Total	% Female
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%
Total	2362	2432	4794	49%

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

Salary Schedule	Minority	White	Unknown	Total	% Minority
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%
Total	705	4446	102	5253	13%

October 2016

Salary Schedule	Minority	White	Unknown	Total	% Minority
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%
Total	811	3839	144	4794	17%

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