

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2001*

Division/Department	Women	Men	% Women
Physical Sciences	40.00	412.12	8.8%
Biological Systems Engineering	0.00	15.25	0.0%
Soil Science	3.50	19.00	15.6%
Chemical Engineering	1.00	16.00	5.9%
Civil & Environmental Engineering	1.00	26.00	3.7%
Electrical & Computer Engineering	2.00	37.00	5.1%
Biomedical Engineering	1.00	4.00	20.0%
Industrial Engineering	4.25	11.00	27.9%
Mechanical Engineering	2.25	29.75	7.0%
Materials Science & Engineering	1.00	12.00	7.7%
Engineering Physics	1.25	20.50	5.7%
Engineering Professional Development	0.00	7.00	0.0%
Astronomy	2.00	12.00	14.3%
Chemistry	2.50	39.00	6.0%
Computer Sciences	4.00	30.17	11.7%
Geology & Geophysics	5.00	14.50	25.6%
Mathematics	2.75	50.75	5.1%
Atmospheric & Oceanic Sciences	0.00	12.00	0.0%
Physics	4.00	43.00	8.5%
Statistics	2.50	13.20	15.9%
Biological Sciences	149.01	591.92	20.1%
Agronomy	1.00	17.00	5.6%
Animal Science	0.00	21.20	0.0%
Bacteriology	4.00	12.00	25.0%
Biochemistry	7.00	24.00	22.6%
Dairy Science	2.00	11.40	14.9%
Entomology	2.00	11.00	15.4%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	13.00	13.3%
Genetics	1.50	11.98	11.1%
Horticulture	3.00	12.13	19.8%
Nutritional Sciences	5.00	3.90	56.2%
Plant Pathology	6.00	10.50	36.4%
Forest Ecology & Management	0.50	15.63	3.1%
Natural Resources - Wildlife Ecology	1.00	5.00	16.7%
Kinesiology	5.00	8.00	38.5%
Nelson Institute for Environmental Studies	0.50	4.57	9.9%
Botany	6.00	11.00	35.3%
Communicative Disorders	6.00	8.00	42.9%
Zoology	6.00	18.00	25.0%
Anatomy	5.00	15.50	24.4%
Anesthesiology	0.00	4.00	0.0%
Biostatistics & Medical Informatics	2.25	7.00	24.3%
Family Medicine	1.00	8.10	11.0%

Genetics	0.50	6.26	7.4%
Obstetrics & Gynecology	2.00	7.00	22.2%
Medical History & Bioethics	1.00	4.90	16.9%
Human Oncology	1.00	7.05	12.4%
Medicine	6.75	57.14	10.6%
Medical Microbiology	2.00	8.50	19.0%
Medical Physics	1.00	10.15	9.0%
Neurology	1.00	9.50	9.5%
Neurological Surgery	1.00	4.00	20.0%
Oncology	4.75	12.40	27.7%
Ophthalmology & Visual Sciences	3.60	11.00	24.7%
Pathology & Laboratory Medicine	5.00	10.51	32.2%
Pediatrics	9.00	13.20	40.5%
Pharmacology	2.00	9.50	17.4%
Biomolecular Chemistry	3.00	7.00	30.0%
Physiology	6.00	17.10	26.0%
Population Health Sciences	8.20	12.35	39.9%
Psychiatry	5.21	9.00	36.7%
Radiology	1.00	12.45	7.4%
Rehabilitation Medicine	0.00	2.00	0.0%
Surgery	1.75	31.00	5.3%
School of Pharmacy	4.50	26.00	14.8%
Animal Health & Biomedical Sciences	1.00	6.00	14.3%
Medical Sciences	3.00	11.00	21.4%
Pathobiological Sciences	2.00	13.00	13.3%
Comparative Biosciences	4.00	10.00	28.6%
Surgical Sciences	1.00	7.00	12.5%

Social Studies

206.20 399.23 34.1%

Agricultural & Applied Economics	1.00	22.50	4.3%
Life Sciences Communication	3.80	6.33	37.5%
Rural Sociology	3.00	9.00	25.0%
Natural Resources-Landscape Architecture	2.00	2.00	50.0%
Urban & Regional Planning	0.00	5.00	0.0%
School of Business	13.75	68.75	16.7%
Counseling Psychology	4.00	5.00	44.4%
Curriculum & Instruction	13.75	17.55	43.9%
Educational Administration	3.00	9.67	23.7%
Educational Policy Studies	4.00	7.00	36.4%
Educational Psychology	5.00	13.50	27.0%
Rehabilitation Psychology & Special Education	5.00	6.00	45.5%
School of Human Ecology	25.20	13.00	66.0%
Law School	12.50	28.25	30.7%
Anthropology	6.50	12.00	35.1%
Afro-American Studies	4.00	6.00	40.0%
Communication Arts	8.00	14.00	36.4%
Economics	3.20	27.00	10.6%
Ethnic Studies	1.00	0.00	100.0%
Geography	3.00	14.00	17.6%
LaFollette School of Public Affairs	2.00	5.75	25.8%
School of Journalism & Mass Communication	4.00	9.50	29.6%

School of Library & Information Studies	6.00	3.50	63.2%
Political Science	8.50	28.75	22.8%
Psychology	13.00	22.00	37.1%
Social Work	10.00	7.00	58.8%
Sociology	12.50	27.92	30.9%
Urban & Regional Planning	2.00	4.75	29.6%
School of Nursing	23.50	0.00	100.0%
Professional Development & Applied Studies	3.00	3.51	46.1%
Humanities	144.88	242.74	37.4%
Art	12.00	19.00	38.7%
Dance	3.00	3.00	50.0%
African Languages & Literature	4.00	4.50	47.1%
Art History	6.00	4.75	55.8%
Classics	5.00	3.50	58.8%
Comparative Literature	1.00	6.00	14.3%
East Asian Languages & Literature	4.00	8.00	33.3%
English	21.70	28.00	43.7%
French & Italian	8.00	13.25	37.6%
German	6.00	11.60	34.1%
Hebrew & Semitic Studies	2.00	3.00	40.0%
History	13.50	33.50	28.7%
History of Science	1.63	5.13	24.1%
Linguistics	3.00	4.33	40.9%
School of Music	14.00	34.35	29.0%
Philosophy	3.00	18.00	14.3%
Scandinavian Studies	3.00	3.50	46.2%
Slavic Languages	3.00	8.00	27.3%
Languages & Cultures of Asia	3.50	8.33	29.6%
Spanish & Portuguese	9.00	9.41	48.9%
Theatre & Drama	7.75	9.00	46.3%
Women's Studies Program	3.00	0.00	100.0%
College Library	1.00	0.00	100.0%
Social Sciences	0.00	1.00	0.0%
Liberal Studies & the Arts	6.80	3.59	65.4%

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Faculty are assigned to division (Physical, Biological, Social Science) based on tenure home departments. An individual who is tenured in more than one department is shown based on the tenure split. E.g., a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences in this analysis. Faculty who have zero-dollar appointments and faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are included in the FTE count.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis
March 20, 2003

Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2001*

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	21.00	5.00	14.00	290.12	54.50	67.50	6.7%	8.4%	17.2%
Biological Systems Engineering	0.00	0.00	0.00	12.25	1.00	2.00	0.0%	0.0%	0.0%
Soil Science	1.00	0.00	2.50	15.00	3.00	1.00	6.3%	0.0%	71.4%
Chemical Engineering	0.00	1.00	0.00	7.00	6.00	3.00	0.0%	14.3%	0.0%
Civil & Environmental Engineering	1.00	0.00	0.00	17.00	4.00	5.00	5.6%	0.0%	0.0%
Electrical & Computer Engineering	1.00	0.00	1.00	21.00	9.00	7.00	4.5%	0.0%	12.5%
Biomedical Engineering	0.00	0.00	1.00	2.00	1.00	1.00	0.0%	0.0%	50.0%
Industrial Engineering	2.25	1.00	1.00	7.00	0.00	4.00	24.3%	100.0%	20.0%
Mechanical Engineering	1.00	0.25	1.00	20.00	2.75	7.00	4.8%	8.3%	12.5%
Materials Science & Engineering	1.00	0.00	0.00	10.00	2.00	0.00	9.1%	0.0%	N/A
Engineering Physics	0.25	0.00	1.00	12.00	5.50	3.00	2.0%	0.0%	25.0%
Engineering Professional Development	0.00	0.00	0.00	1.00	3.00	3.00	0.0%	0.0%	0.0%
Astronomy	1.00	0.00	1.00	9.00	2.00	1.00	10.0%	0.0%	50.0%
Chemistry	1.50	0.00	1.00	34.00	0.00	5.00	4.2%	N/A	16.7%
Computer Sciences	2.00	1.00	1.00	23.17	0.00	7.00	7.9%	100.0%	12.5%
Geology & Geophysics	4.00	0.00	1.00	9.50	1.00	4.00	29.6%	0.0%	20.0%
Mathematics	1.00	0.75	1.00	39.00	5.75	6.00	2.5%	11.5%	14.3%
Atmospheric & Oceanic Sciences	0.00	0.00	0.00	6.00	5.00	1.00	0.0%	0.0%	0.0%
Physics	3.00	1.00	0.00	35.00	2.00	6.00	7.9%	33.3%	0.0%
Statistics	1.00	0.00	1.50	10.20	1.50	1.50	8.9%	0.0%	50.0%
Biological Sciences	56.81	38.00	54.20	379.92	120.50	91.50	13.0%	24.0%	37.2%
Agronomy	0.00	0.00	1.00	12.00	4.00	1.00	0.0%	0.0%	50.0%
Animal Science	0.00	0.00	0.00	17.20	1.00	3.00	0.0%	0.0%	0.0%
Bacteriology	1.00	0.00	3.00	10.00	2.00	0.00	9.1%	0.0%	100.0%
Biochemistry	5.00	0.00	2.00	20.50	1.50	2.00	19.6%	0.0%	50.0%
Dairy Science	1.00	1.00	0.00	5.40	2.00	4.00	15.6%	33.3%	0.0%
Entomology	0.00	1.00	1.00	10.00	0.00	1.00	0.0%	100.0%	50.0%
Food Microbiology & Toxicology	1.00	0.00	0.00	2.00	1.00	1.00	33.3%	0.0%	0.0%
Food Science	0.00	0.00	2.00	9.00	2.00	2.00	0.0%	0.0%	50.0%
Genetics	0.00	1.00	0.50	9.48	1.50	1.00	0.0%	40.0%	33.3%
Horticulture	1.00	0.00	2.00	7.13	3.00	2.00	12.3%	0.0%	50.0%
Nutritional Sciences	3.00	1.00	1.00	1.40	1.50	1.00	68.2%	40.0%	50.0%
Plant Pathology	2.00	3.00	1.00	7.50	2.00	1.00	21.1%	60.0%	50.0%
Forest Ecology & Management	0.00	0.50	0.00	10.13	2.00	3.50	0.0%	20.0%	0.0%
Natural Resources - Wildlife Ecology	0.00	1.00	0.00	3.00	1.00	1.00	0.0%	50.0%	0.0%
Kinesiology	1.00	2.00	2.00	5.00	0.00	3.00	16.7%	100.0%	40.0%
Nelson Institute for Environmental Studies	0.00	0.50	0.00	4.07	0.00	0.50	0.0%	100.0%	0.0%
Botany	3.00	1.00	2.00	9.00	2.00	0.00	25.0%	33.3%	100.0%

Educational Psychology	4.00	0.00	1.00	10.00	1.50	2.00	28.6%	0.0%	33.3%
Rehabilitation Psychology & Special Education	4.00	0.00	1.00	5.00	0.00	1.00	44.4%	N/A	50.0%
School of Human Ecology	15.20	3.00	7.00	9.00	0.00	4.00	62.8%	100.0%	63.6%
Law School	7.50	3.00	2.00	18.25	3.00	7.00	29.1%	50.0%	22.2%
Anthropology	3.50	2.00	1.00	7.00	5.00	0.00	33.3%	28.6%	100.0%
Afro-American Studies	2.00	2.00	0.00	4.25	1.75	0.00	32.0%	53.3%	N/A
Communication Arts	4.00	2.00	2.00	7.00	2.00	5.00	36.4%	50.0%	28.6%
Economics	1.20	0.00	2.00	17.00	3.00	7.00	6.6%	0.0%	22.2%
Ethnic Studies	1.00	0.00	0.00	0.00	0.00	0.00	100.0%	N/A	N/A
Geography	1.00	0.00	2.00	10.00	3.00	1.00	9.1%	0.0%	66.7%
LaFollette School of Public Affairs	0.50	1.00	0.50	3.75	0.00	2.00	11.8%	100.0%	20.0%
School of Journalism & Mass Communication	2.00	1.00	1.00	6.00	2.00	1.50	25.0%	33.3%	40.0%
School of Library & Information Studies	2.00	1.00	3.00	2.00	0.00	1.50	50.0%	100.0%	66.7%
Political Science	3.50	1.50	3.50	18.75	1.00	9.00	15.7%	60.0%	28.0%
Psychology	9.00	2.00	2.00	14.00	1.00	7.00	39.1%	66.7%	22.2%
Social Work	4.50	1.50	4.00	5.00	1.00	1.00	47.4%	60.0%	80.0%
Sociology	7.00	0.00	5.50	13.42	6.00	8.50	34.3%	0.0%	39.3%
Urban & Regional Planning	0.00	0.00	2.00	2.75	2.00	0.00	0.0%	0.0%	100.0%
School of Nursing	12.50	5.00	6.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
Professional Development & Applied Studies	3.00	0.00	0.00	2.51	1.00	0.00	54.4%	0.0%	N/A

Humanities

81.50 23.63 39.75 166.86 34.88 41.00 32.8% 40.4% 49.2%

Art	5.00	0.00	7.00	13.00	2.00	4.00	27.8%	0.0%	63.6%
Dance	2.00	1.00	0.00	1.00	0.00	2.00	66.7%	100.0%	0.0%
African Languages & Literature	3.00	0.00	1.00	3.50	0.00	1.00	46.2%	N/A	50.0%
Art History	4.00	0.00	2.00	1.75	3.00	0.00	69.6%	0.0%	100.0%
Classics	2.00	1.00	2.00	2.00	0.00	1.50	50.0%	100.0%	57.1%
Comparative Literature	1.00	0.00	0.00	2.00	1.00	3.00	33.3%	0.0%	0.0%
East Asian Languages & Literature	1.00	0.00	3.00	6.00	1.00	1.00	14.3%	0.0%	75.0%
English	15.70	2.00	4.00	22.00	1.00	5.00	41.6%	66.7%	44.4%
French & Italian	5.00	1.00	2.00	11.25	2.00	0.00	30.8%	33.3%	100.0%
German	2.00	3.00	1.00	7.60	3.00	1.00	20.8%	50.0%	50.0%
Hebrew & Semitic Studies	1.00	1.00	0.00	2.00	0.00	1.00	33.3%	100.0%	0.0%
History	9.50	3.00	1.00	24.00	4.00	5.50	28.4%	42.9%	15.4%
History of Science	0.00	0.63	1.00	2.50	1.63	1.00	0.0%	27.8%	50.0%
Linguistics	2.00	1.00	0.00	1.33	2.00	1.00	60.1%	33.3%	0.0%
School of Music	7.00	5.00	2.00	23.10	7.25	4.00	23.3%	40.8%	33.3%
Philosophy	2.00	0.00	1.00	16.00	1.00	1.00	11.1%	0.0%	50.0%
Scandinavian Studies	2.00	0.00	1.00	3.50	0.00	0.00	36.4%	N/A	100.0%
Slavic Languages	2.00	0.00	1.00	6.00	0.00	2.00	25.0%	N/A	33.3%
Languages & Cultures of Asia	3.50	0.00	0.00	5.33	2.00	1.00	39.6%	0.0%	0.0%
Spanish & Portuguese	3.00	2.00	4.00	6.41	1.00	2.00	31.9%	66.7%	66.7%
Theatre & Drama	4.00	1.00	2.75	3.00	3.00	3.00	57.1%	25.0%	47.8%
Women's Studies Program	0.00	0.00	3.00	0.00	0.00	0.00	N/A	N/A	100.0%
College Library	0.00	0.00	1.00	0.00	0.00	0.00	N/A	N/A	100.0%

Social Sciences	0.00	0.00	0.00	0.00	0.00	1.00	N/A	N/A	0.0%
Liberal Studies & the Arts	4.80	2.00	0.00	3.59	0.00	0.00	57.2%	100.0%	N/A

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Faculty are assigned to Physical Sciences based on tenure home departments. An individual who is tenured in more than one department is shown based on the tenure split. E.g., a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences in this analysis. Faculty who have zero-dollar appointments, faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are included in the total FTE count but excluded from the salary median and salary FTE calculations. Years are calculated based on current faculty appointment. (Some individuals

NOTE:

One (male) instructor has not been reported.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 3a. Tenure Promotion Outcomes by Gender, 2001

1997 - 2002

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	2	2	100.0%	37	34	91.9%
Biological Sciences	25	22	88.0%	64	59	92.2%
Social Studies	27	24	88.9%	34	31	91.2%
Humanities	22	21	95.5%	25	23	92.0%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2001

Physical Sciences

Entering Cohort*	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	17	12	70.6	15	88.2	87	55	63.2	66	75.9
1991-95	7	3	42.9	3	42.9	35	22	62.9	28	80.0

Biological Sciences

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	29	8	27.6	16	55.2	101	57	56.4	70	69.3
1991-95	26	11	42.3	18	69.2	82	48	58.5	61	74.4

Social Studies

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	72	21	29.2	34	47.2	82	25	30.5	38	46.3
1991-95	48	18	37.5	26	54.2	49	24	49.0	28	57.1

Humanities

Entering Cohort	Women					Men				
	Total Hired	Within 6 Years		Within 9 Years		Total Hired	Within 6 Years		Within 9 Years	
		Count	Percent	Count	Percent		Count	Percent	Count	Percent
1987-91	44	21	47.7	28	63.6	50	25	50.0	32	64.0
1991-95	27	16	59.3	21	77.8	25	15	60.0	19	76.0

SOURCE: UW Madison Tenure file and IADS appointment information system, Feb 2003

NOTE:

Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions. Two faculty hired in 1992-93, one in 1990-91 and one hired in 1993-94 still hold probationary appointments after more than nine years. Faculty hired between May 1994 and May 1995 may not have reached 9 years on tenure track but are included in the final columns. Four faculty hired between May 1994 - May 1995 are still in probationary status with between 8 and 9 years on tenure track.

NOTE:

Early cohort was hired between May 1987 and May 1991; later cohort was hired between May 1991 and May 1995.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 4. Median Years in Rank by Gender, 2001

Division	Women			Men			Women's Median Time in Rank as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Total	5	3	1	11	3	1	45.5%	100.0%	100.0%
Physical Sciences	3.5	4	1	13	2	1	26.9%	200.0%	100.0%
Biological Sciences	6	3	2	11	4	1	54.5%	75.0%	200.0%
Social Studies	6	2	2	11	3	1	54.5%	66.7%	200.0%
Humanities	4	3	1	10	2	1	40.0%	150.0%	100.0%

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

NOTE:

Years in rank computed only for those currently holding that rank. Assistant professors include two assistant professors with tenure.

Faculty are assigned to a discipline based on tenure home departments. An individual who is tenured in more than one department is shown based on the tenure split. E.g., a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences and .5 in Biological Sciences in this analysis. Faculty who have zero-dollar appointments, faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are included in the total FTE count.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2001

Division/Department	Women				Men				Women's Median as % of Men's			
	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant
Physical Sciences	10.5	13.0	7.0	1.0	15.0	20.0	8.0	1.0	70.0%	65.0%	87.5%	100.0%
Biological Sciences	7.0	15.0	9.0	2.0	14.0	19.0	9.0	1.0	50.0%	78.9%	100.0%	200.0%
Social Studies	9.0	14.0	8.0	2.0	11.0	17.0	8.0	1.0	81.8%	82.4%	100.0%	200.0%
Humanities	10.0	16.0	10.0	1.0	13.0	20.0	8.0	1.0	76.9%	80.0%	125.0%	100.0%

SOURCE: UW Madison IADS (Integrated Appointment Data System), March 2003

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

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Table 5b. Attrition by Gender, 2000-2001

	FTEs			%		
	Retired	Resigned	Total FTE	Retired	Resigned	Left UW
Total	74	44	2186.10	3.4%	2.0%	5.4%
Women	5	16	540.09	0.9%	3.0%	3.9%
Men	69	28	1646.01	4.2%	1.7%	5.9%
Physical Sciences						
Women	0	4	40.00	0.0%	10.0%	10.0%
Men	15	7	412.12	3.6%	1.7%	5.3%
Biological Sciences						
Women	2	3	149.01	1.3%	2.0%	3.4%
Men	28	11	591.92	4.7%	1.9%	6.6%
Social Studies						
Women	0	7	206.20	0.0%	3.4%	3.4%
Men	20	10	399.23	5.0%	2.5%	7.5%
Humanities						
Women	3	2	144.88	2.1%	1.4%	3.5%
Men	6	0	242.74	2.5%	0.0%	2.5%

SOURCE: IADS appointment system, March 2003

NOTE:

Year is measured from July 1 through June 30.

Retired=all faculty who were age 55 or older at the time of termination.

Resigned=all faculty who were less than 55 years old at the time of termination.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2001

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.79	19.8	0.66	50.4	28.2%
Research	0.82	28.8	0.87	254.6	10.2%
Clinical	N/A	N/A	N/A	N/A	N/A
Biological Sciences					
Teaching	0.64	45.4	0.72	34.4	56.9%
Research	0.82	205.0	0.88	294.0	41.1%
Clinical	0.80	243.7	0.85	466.1	34.3%
Social Studies					
Teaching	0.51	79.0	0.48	60.4	56.7%
Research	0.78	71.8	0.85	50.3	58.8%
Clinical	0.73	39.2	0.91	12.7	75.5%
Humanities					
Teaching	0.58	48.1	0.56	32.3	59.8%
Research	0.87	2.6	0.87	8.7	23.0%
Clinical	1.00	4.0	4.00	2.0	66.7%
Administrative Units					
Teaching	0.73	3.7	0.63	1.3	74.6%
Research	1.00	3.0	0.83	2.5	54.5%
Clinical	0.49	3.4	0.53	1.1	76.3%

SOURCE: October Payroll

NOTE:

Includes only paid appointments. Discipline is assigned based on payroll department. Administrative units are primarily Dean's offices. Teaching titles include Lecturer and Faculty Associate; Research titles include Researcher, Scientist, Visiting Scientist, Instrument Innovator, Research Animal Veterinarian; Clinical titles include Clinical Professor and Professor (CHS).

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis
April 12, 2003

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2001

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	25	319	7.3%	2	17	10.5%	8.0%	5.3%
Biological Sciences	54	374	12.6%	2	44	4.3%	3.7%	11.8%
Social Studies	65	214	23.3%	4	21	16.0%	6.2%	9.8%
Humanities	88	171	34.0%	9	14	39.1%	10.2%	8.2%
Total	225	1017	18.1%	17	96	15.0%	7.6%	9.4%

SOURCE: IADS appointment system frozen slice, October 2001.

NOTE: Total faculty is a non-duplicating headcount of full professors. Excludes faculty who are in schools without departments (Business, Pharmacy, Nursing, Law, Human Ecology). Faculty by discipline will not sum to total, since faculty with tenure in more than one department are counted in each department in which they hold tenure (excludes 0% tenure appointments). Faculty members are assigned to a discipline based on their tenure department (not divisional committee affiliation). Thus, all faculty in the department of Biochemistry are shown in the Biological Sciences area. The vast majority of department chairs also hold the rank of full professor. However, in any year, a small percentage of department chairs (e.g., 7 chairs, or 6% of total in 2002) hold the rank of associate professor.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis
April 10, 2003

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2001

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	23	321	6.7%	0	9	0.0%	0.0%	2.8%
Biological Sciences	57	355	13.8%	3	11	21.4%	5.3%	3.1%
Social Studies	92	260	26.1%	8	18	30.8%	8.7%	6.9%
Humanities	90	167	35.0%	3	3	50.0%	3.3%	1.8%
Total	262	1103	19.2%	14	41	25.5%	5.3%	3.7%

SOURCE: IADS Frozen Appointment Data view, October 2001.

NOTE: Includes both paid and zero-dollar deans, associate deans, and assistant deans. Faculty are assigned to a discipline based on the divisional committee responsible for approving their tenure. Each faculty member may choose only one affiliation. However, faculty in the same department may choose different affiliations. For example, about half of the faculty in Biochemistry are affiliated with the Biological Sciences Divisional Committee, and half are affiliated with the Physical Sciences Division. Only faculty report a divisional committee affiliation.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis
April 10, 2003

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2001

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	23	321	6.7%	0	1	0.0%	0.0%	0.3%
Biological Sciences	57	355	13.8%	0	1	0.0%	0.0%	0.3%
Social Studies	92	260	26.1%	1	0	100.0%	1.1%	0.0%
Humanities	90	167	35.0%	0	1	0.0%	0.0%	0.6%
Total	262	1103	19.2%	1	3	25.0%	0.4%	0.3%

SOURCE: IADS Frozen Appointment Data view, October 2001.

NOTE: Faculty are assigned to a discipline based on the divisional committee responsible for approving their tenure. Each faculty member may choose only one affiliation. However, faculty in the same department may choose different affiliations. For example, about half of the faculty in Biochemistry are affiliated with the Biological Sciences Divisional Committee, and half are affiliated with the Physical Sciences Division. Only faculty report a divisional committee affiliation.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

April 10, 2003

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2001

Division	Total Faculty (Full Profs.)			Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	23	321	6.7%	0	18	0.0%	0.0%	5.6%
Biological Sciences	57	355	13.8%	2	15	11.8%	3.5%	4.2%
Social Studies	92	260	26.1%	5	17	22.7%	5.4%	6.5%
Humanities	90	167	35.0%	1	9	10.0%	1.1%	5.4%
Total	262	1103	19.2%	8	59	11.9%	3.1%	5.3%

SOURCE: IADS appointment system frozen slice, October 2001.

NOTE: Total faculty is a non-duplicating headcount of full professors. Faculty are assigned to a discipline based on their divisional committee affiliation. Includes both paid and zero-dollar academic program directors and assistant academic program directors.

Prepared by: Margaret Harrigan, Office of Academic Planning and Analysis

April 10, 2003

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs
Chairs, 2001**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	2	12	14.3%
Hilldale Professors	0	13	0.0%
John Bascom Professors	2	9	18.2%
Evju-Bascom Professors	4	4	50.0%
Named-Bascom Professors	9	39	18.8%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	10	0.0%
Other named professorships (incl. WARF)	22	157	12.3%
Holds two named professorships	4	40	9.1%
New named professorships	6	11	35.3%
Number holding named professorships	36	211	14.6%
Full Professors at UW-Madison	262	1103	19.2%
Major Awards			
Vilas Associate Award	N/A	N/A	N/A
Hilldale Award	0	4	0.0%
H. I. Romnes Faculty Fellowship	3	4	42.9%
WARF Kellett Mid-Career Award	1	5	16.7%
Tenured Professors at UW-Madison	369	1370	21.2%

SOURCE: University of Wisconsin-Madison Almanac 2002, University Communications, February 2002. Totals from IADS appointment system frozen slice October 2001.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2001; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2001.

Prepared by: Jennifer Sheridan, WISELI
December, 2002

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2001

	Women	Men	% Female
Faculty Senate			
Physical Sciences	3	48	5.9%
Biological Sciences	10	59	14.5%
Social Studies	20	38	34.5%
Arts & Humanities	14	27	34.1%
Senators (total)	47	172	21.5%
Physical Sciences	2	37	5.1%
Biological Sciences	14	46	23.3%
Social Studies	14	28	33.3%
Arts & Humanities	18	19	48.6%
Alternates (Total)	48	130	27.0%
Divisional Executive Committee			
Physical Sciences	1	11	8.3%
Biology Core Curriculum	2	7	22.2%
Biology Planning	2	7	22.2%
Biology Tenure	3	9	25.0%
Social Studies	7	5	58.3%
Arts & Humanities	8	4	66.7%
University Academic Planning Council	2	14	12.5%
Graduate School Academic Planning Council	1	5	16.7%
Graduate School Executive Committees			
Physical Sciences	0	5	0.0%
Biological Sciences	1	4	20.0%
Social Studies	2	4	33.3%
Arts & Humanities	2	3	40.0%
Graduate School Research Committees			
Physical Sciences	2	9	18.2%
Biological Sciences	6	5	54.5%
Social Studies	4	6	40.0%
Arts & Humanities	7	3	70.0%
All Faculty	545	1666	24.6%
Physical Sciences	41	456	8.2%
Biological Sciences	146	554	20.9%
Social Studies	196	409	32.4%
Arts & Humanities	162	247	39.6%

SOURCE: 2001-2002 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2001. Totals from IADS appointment system frozen slice October 2001.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2001. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

Prepared by: Jennifer Sheridan, WISELI
December, 2002

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2001

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	79,844	88,383	90.3%
Biological Systems Engineering	N/A	77,054	N/A
Soil Science	58,455	73,940	79.1%
Chemical Engineering	90,709	89,121	101.8%
Civil & Environmental Engineering	86,189	87,447	98.6%
Electrical & Computer Engineering	91,060	95,707	95.1%
Biomedical Engineering	68,000	103,513	65.7%
Industrial Engineering	93,549	119,600	78.2%
Mechanical Engineering	78,432	90,304	86.9%
Materials Science & Engineering	88,236	113,076	78.0%
Engineering Physics	75,000	103,900	72.2%
Engineering Professional Development	N/A	80,112	N/A
Astronomy	74,483	86,199	86.4%
Chemistry	70,000	92,319	75.8%
Computer Sciences	89,670	108,070	83.0%
Geology & Geophysics	72,974	75,068	97.2%
Mathematics	78,432	85,000	92.3%
Atmospheric & Oceanic Sciences	N/A	82,163	N/A
Physics	93,802	86,242	108.8%
Statistics	56,980	80,982	70.4%
Biological Sciences	69,122	79,390	87.1%
Agronomy	57,708	70,018	82.4%
Animal Science	N/A	78,223	N/A
Bacteriology	60,712	80,369	75.5%
Biochemistry	79,507	101,043	78.7%
Dairy Science	73,122	74,473	98.2%
Entomology	62,193	80,797	77.0%
Food Microbiology & Toxicology	70,274	73,043	96.2%
Food Science	56,414	77,427	72.9%
Genetics	65,778	92,899	70.8%
Horticulture	58,909	70,045	84.1%
Nutritional Sciences	76,817	71,633	107.2%
Plant Pathology	67,520	83,500	80.9%
Forest Ecology & Management	61,842	75,240	82.2%
Natural Resources - Wildlife Ecology	64,301	76,717	83.8%
Kinesiology	55,066	74,493	73.9%
Nelson Institute for Environmental Studies	61,842	83,051	74.5%
Botany	62,237	79,479	78.3%
Communicative Disorders	65,019	87,605	74.2%
Zoology	60,846	72,014	84.5%
Anatomy	69,122	88,388	78.2%
Anesthesiology	N/A	60,709	N/A
Biostatistics & Medical Informatics	70,972	75,803	93.6%

Family Medicine	105,091	78,982	133.1%
Genetics	67,549	77,328	87.4%
Obstetrics & Gynecology	73,665	80,489	91.5%
Medical History & Bioethics	129,962	117,724	110.4%
Human Oncology	61,607	80,263	76.8%
Medicine	79,800	85,272	93.6%
Medical Microbiology	69,920	79,390	88.1%
Medical Physics	64,696	72,470	89.3%
Neurology	94,772	88,813	106.7%
Neurological Surgery	57,417	49,395	116.2%
Oncology	73,937	102,056	72.4%
Ophthalmology & Visual Sciences	73,159	82,824	88.3%
Pathology & Laboratory Medicine	85,650	84,085	101.9%
Pediatrics	79,254	92,578	85.6%
Pharmacology	79,466	89,134	89.2%
Biomolecular Chemistry	70,036	85,909	81.5%
Physiology	75,821	90,067	84.2%
Population Health Sciences	81,544	101,162	80.6%
Psychiatry	91,785	76,921	119.3%
Radiology	74,519	72,695	102.5%
Rehabilitation Medicine	N/A	86,132	N/A
Surgery	65,887	67,725	97.3%
School of Pharmacy	69,393	72,785	95.3%
Animal Health & Biomedical Sciences	59,429	78,497	75.7%
Medical Sciences	67,118	78,716	85.3%
Pathobiological Sciences	62,408	86,148	72.4%
Comparative Biosciences	77,408	77,580	99.8%
Surgical Sciences	70,609	65,168	108.3%

Social Studies

	73,521	87,771	83.8%
Agricultural & Applied Economics	59,318	87,220	68.0%
Life Sciences Communication	63,928	79,409	80.5%
Rural Sociology	74,419	78,711	94.5%
Natural Resources-Landscape Architecture	71,433	77,804	91.8%
Urban & Regional Planning	N/A	68,601	N/A
School of Business	111,125	123,646	89.9%
Counseling Psychology	63,821	74,785	85.3%
Curriculum & Instruction	72,247	89,411	80.8%
Educational Administration	61,960	83,010	74.6%
Educational Policy Studies	61,267	87,037	70.4%
Educational Psychology	74,536	86,065	86.6%
Rehabilitation Psychology & Special Education	69,819	73,262	95.3%
School of Human Ecology	67,075	70,731	94.8%
Law School	112,852	112,511	100.3%
Anthropology	61,007	65,316	93.4%
Afro-American Studies	75,416	93,997	80.2%
Communication Arts	60,037	61,770	97.2%
Economics	71,000	118,500	59.9%
Ethnic Studies	81,000	N/A	N/A
Geography	52,250	82,654	63.2%
LaFollette School of Public Affairs	76,254	94,833	80.4%

School of Journalism & Mass Communication	73,742	69,836	105.6%
School of Library & Information Studies	55,111	68,550	80.4%
Political Science	68,243	82,384	82.8%
Psychology	87,687	86,495	101.4%
Social Work	66,084	82,400	80.2%
Sociology	73,541	85,667	85.8%
Urban & Regional Planning	53,767	67,686	79.4%
School of Nursing	77,727	N/A	N/A
Professional Development & Applied Studies	57,636	62,863	91.7%
Humanities	64,257	68,257	94.1%
Art	55,974	64,542	86.7%
Dance	60,330	49,597	121.6%
African Languages & Literature	70,651	76,194	92.7%
Art History	72,216	65,968	109.5%
Classics	57,150	78,082	73.2%
Comparative Literature	71,279	49,730	143.3%
East Asian Languages & Literature	49,501	64,760	76.4%
English	74,823	74,304	100.7%
French & Italian	57,504	76,517	75.2%
German	56,399	65,288	86.4%
Hebrew & Semitic Studies	59,475	91,665	64.9%
History	72,026	77,111	93.4%
History of Science	47,000	60,465	77.7%
Linguistics	73,898	55,124	134.1%
School of Music	64,490	67,743	95.2%
Philosophy	61,610	77,452	79.5%
Scandinavian Studies	63,000	64,656	97.4%
Slavic Languages	74,000	71,747	103.1%
Languages & Cultures of Asia	72,004	67,942	106.0%
Spanish & Portuguese	56,327	64,714	87.0%
Theatre & Drama	63,505	56,467	112.5%
Women's Studies Program	48,000	N/A	N/A
College Library	N/A	N/A	N/A
Social Sciences	N/A	63,361	N/A
Liberal Studies & the Arts	64,331	64,552	99.7%

SOURCE: IADS appointment system, March 2003

NOTE:

Salaries reported are for personnel paid within the department only; department members being paid as administrators, or who hold zero-dollar appointments, are not counted.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis

March 20, 2003

Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2001*

Division/Department	Women's Median Salary			Men's Median Salary			Women's Median Salary as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	95,729	78,432	62,657	99,208	77,900	67,145	96.5%	100.7%	93.3%
Biological Systems Engineering	N/A	N/A	N/A	77,471	70,498	58,942	N/A	N/A	N/A
Soil Science	76,484	N/A	57,273	74,546	65,078	54,818	102.6%	N/A	104.5%
Chemical Engineering	N/A	90,709	N/A	138,200	84,650	68,125	N/A	107.2%	N/A
Civil & Environmental Engineering	86,189	N/A	N/A	100,987	73,178	73,136	85.3%	N/A	N/A
Electrical & Computer Engineering	99,111	N/A	83,008	106,674	79,279	77,420	92.9%	N/A	107.2%
Biomedical Engineering	N/A	N/A	68,000	116,363	100,000	68,000	N/A	N/A	100.0%
Industrial Engineering	94,918	81,256	72,610	131,512	N/A	72,545	72.2%	N/A	100.1%
Mechanical Engineering	120,230	78,432	78,095	101,496	83,791	67,145	118.5%	93.6%	116.3%
Materials Science & Engineering	88,236	N/A	N/A	116,400	73,430	N/A	75.8%	N/A	N/A
Engineering Physics	93,549	N/A	75,000	146,126	90,000	73,500	64.0%	N/A	102.0%
Engineering Professional Development	N/A	N/A	N/A	127,636	80,112	72,336	N/A	N/A	N/A
Astronomy	89,226	N/A	59,740	89,940	68,684	62,194	99.2%	N/A	96.1%
Chemistry	70,000	N/A	57,800	100,000	N/A	57,800	70.0%	N/A	100.0%
Computer Sciences	106,120	77,715	82,800	111,900	N/A	78,600	94.8%	N/A	105.3%
Geology & Geophysics	85,219	N/A	54,800	78,919	62,532	58,122	108.0%	N/A	94.3%
Mathematics	103,660	78,432	65,573	93,000	76,300	61,690	111.5%	102.8%	106.3%
Atmospheric & Oceanic Sciences	N/A	N/A	N/A	87,566	72,802	59,054	N/A	N/A	N/A
Physics	110,000	77,603	N/A	89,606	74,289	63,126	122.8%	104.5%	N/A
Statistics	132,000	N/A	56,980	89,575	71,036	60,324	147.4%	N/A	94.5%
Biological Sciences	89,960	69,334	58,418	88,380	69,127	57,361	101.8%	100.3%	101.8%
Agronomy	N/A	N/A	57,708	72,811	62,667	50,727	N/A	N/A	113.8%
Animal Science	N/A	N/A	N/A	84,736	70,922	53,182	N/A	N/A	N/A
Bacteriology	79,630	N/A	60,325	83,283	63,872	N/A	95.6%	N/A	N/A
Biochemistry	85,955	N/A	57,118	105,146	74,994	58,495	81.7%	N/A	97.6%
Dairy Science	N/A	73,122	N/A	76,648	75,671	57,544	N/A	96.6%	N/A
Entomology	N/A	68,743	55,643	81,308	N/A	54,000	N/A	N/A	103.0%
Food Microbiology & Toxicology	70,274	N/A	N/A	89,402	66,737	57,634	78.6%	N/A	N/A
Food Science	N/A	N/A	56,414	81,228	61,156	61,205	N/A	N/A	92.2%
Genetics	N/A	65,778	67,549	95,235	67,484	63,973	N/A	97.5%	105.6%
Horticulture	64,219	N/A	57,021	84,044	65,854	58,782	76.4%	N/A	97.0%
Nutritional Sciences	85,685	69,545	55,458	88,870	71,633	58,047	96.4%	97.1%	95.5%
Plant Pathology	75,914	66,063	55,636	84,936	73,163	55,533	89.4%	90.3%	100.2%
Forest Ecology & Management	N/A	61,842	N/A	84,319	67,945	53,651	N/A	91.0%	N/A
Natural Resources - Wildlife Ecology	N/A	64,301	N/A	83,999	65,335	51,691	N/A	98.4%	N/A
Kinesiology	79,885	57,748	51,175	79,288	N/A	51,857	100.8%	N/A	98.7%
Nelson Institute for Environmental Studies	N/A	61,842	N/A	83,051	N/A	54,060	N/A	N/A	N/A

Botany	88,314	58,190	52,280	83,664	72,307	N/A	105.6%	80.5%	N/A
Communicative Disorders	78,191	N/A	57,200	92,919	65,059	55,603	84.2%	N/A	102.9%
Zoology	71,814	N/A	58,962	75,108	61,495	54,300	95.6%	N/A	108.6%
Anatomy	105,226	72,931	62,495	102,881	75,165	61,639	102.3%	97.0%	101.4%
Anesthesiology	N/A	N/A	N/A	90,736	66,518	48,232	N/A	N/A	N/A
Biostatistics & Medical Informatics	N/A	70,972	63,818	96,545	71,036	75,803	N/A	99.9%	84.2%
Family Medicine	N/A	105,091	N/A	87,500	62,974	73,825	N/A	166.9%	N/A
Genetics	N/A	N/A	67,549	85,534	74,859	63,973	N/A	N/A	105.6%
Obstetrics & Gynecology	86,330	61,000	N/A	98,253	73,888	56,045	87.9%	82.6%	N/A
Medical History & Bioethics	129,962	N/A	N/A	117,724	N/A	58,202	110.4%	N/A	N/A
Human Oncology	N/A	N/A	61,607	86,003	55,100	N/A	N/A	N/A	N/A
Medicine	101,746	74,842	68,397	94,875	71,035	61,364	107.2%	105.4%	111.5%
Medical Microbiology	82,478	N/A	57,361	103,625	69,365	57,361	79.6%	N/A	100.0%
Medical Physics	N/A	N/A	64,696	87,266	67,650	67,804	N/A	N/A	95.4%
Neurology	94,772	N/A	N/A	90,524	84,034	N/A	104.7%	N/A	N/A
Neurological Surgery	N/A	N/A	57,417	104,697	N/A	42,218	N/A	N/A	136.0%
Oncology	91,083	69,696	56,824	104,768	67,091	N/A	86.9%	103.9%	N/A
Ophthalmology & Visual Sciences	110,642	72,883	N/A	110,574	76,858	56,506	100.1%	94.8%	N/A
Pathology & Laboratory Medicine	86,032	72,640	N/A	92,053	70,258	47,038	93.5%	103.4%	N/A
Pediatrics	98,872	79,254	58,215	101,720	74,477	54,140	97.2%	106.4%	107.5%
Pharmacology	100,514	N/A	58,418	105,659	70,769	59,318	95.1%	N/A	98.5%
Biomolecular Chemistry	137,198	70,036	62,714	94,111	N/A	60,811	145.8%	N/A	103.1%
Physiology	99,093	75,821	56,967	104,403	76,975	55,120	94.9%	98.5%	103.4%
Population Health Sciences	96,470	63,032	64,817	104,896	64,019	56,817	92.0%	98.5%	114.1%
Psychiatry	95,065	N/A	59,448	81,475	N/A	56,381	116.7%	N/A	105.4%
Radiology	74,519	N/A	N/A	81,696	58,246	63,231	91.2%	N/A	N/A
Rehabilitation Medicine	N/A	N/A	N/A	112,348	N/A	59,917	N/A	N/A	N/A
Surgery	N/A	65,887	N/A	77,023	56,329	56,572	N/A	117.0%	N/A
School of Pharmacy	89,960	68,834	56,844	95,170	70,669	61,498	94.5%	97.4%	92.4%
Animal Health & Biomedical Sciences	N/A	N/A	59,429	84,996	N/A	59,429	N/A	N/A	100.0%
Medical Sciences	97,084	67,118	64,440	94,392	70,176	N/A	102.9%	95.6%	N/A
Pathobiological Sciences	N/A	64,487	60,329	88,776	64,357	54,627	N/A	100.2%	110.4%
Comparative Biosciences	77,408	N/A	N/A	84,084	57,239	55,203	92.1%	N/A	N/A
Surgical Sciences	N/A	70,609	N/A	108,794	64,578	60,055	N/A	109.3%	N/A
Social Studies*	83,964	63,869	54,263	98,743	79,000	54,312	85.0%	80.8%	99.9%
Agricultural & Applied Economics	N/A	N/A	59,318	98,685	75,893	N/A	N/A	N/A	N/A
Life Sciences Communication	80,062	66,900	55,244	79,908	N/A	54,338	100.2%	N/A	101.7%
Rural Sociology	85,633	74,419	57,714	85,116	66,813	51,545	100.6%	111.4%	112.0%
Natural Resources-Landscape Architecture	83,464	N/A	59,401	77,804	N/A	N/A	107.3%	N/A	N/A
Urban & Regional Planning	N/A	N/A	N/A	74,011	70,149	55,025	N/A	N/A	N/A
School of Business	144,346	109,329	109,099	142,134	118,043	97,500	101.6%	92.6%	111.9%
Counseling Psychology	95,042	63,821	51,896	87,771	N/A	53,279	108.3%	N/A	97.4%
Curriculum & Instruction	79,621	57,117	54,162	92,088	75,133	54,312	86.5%	76.0%	99.7%
Educational Administration	69,575	61,960	57,777	91,974	N/A	53,000	75.6%	N/A	109.0%

Educational Policy Studies	85,385	62,575	57,207	91,877	63,577	51,000	92.9%	98.4%	112.2%
Educational Psychology	78,260	N/A	51,500	100,309	65,000	53,379	78.0%	N/A	96.5%
Rehabilitation Psychology & Special Education	73,282	N/A	51,334	79,165	N/A	57,153	92.6%	N/A	89.8%
School of Human Ecology	75,931	60,075	53,956	71,952	N/A	53,061	105.5%	N/A	101.7%
Law School	121,725	99,188	83,697	125,609	100,583	89,000	96.9%	98.6%	94.0%
Anthropology	87,722	56,607	49,955	73,575	N/A	47,879	119.2%	N/A	104.3%
Afro-American Studies	92,741	66,792	N/A	94,141	55,493	N/A	98.5%	120.4%	N/A
Communication Arts	64,329	59,068	50,265	74,342	60,000	48,000	86.5%	98.4%	104.7%
Economics	115,225	N/A	70,313	132,450	103,480	69,625	87.0%	N/A	101.0%
Ethnic Studies	81,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography	83,968	N/A	51,537	87,121	59,000	54,000	96.4%	N/A	95.4%
LaFollette School of Public Affairs	81,645	76,931	49,778	104,838	N/A	61,043	77.9%	N/A	81.5%
School of Journalism & Mass Communication	94,426	60,175	51,500	75,355	59,689	58,868	125.3%	100.8%	87.5%
School of Library & Information Studies	74,336	58,672	48,000	73,892	N/A	48,000	100.6%	N/A	100.0%
Political Science	83,200	68,243	51,425	92,169	64,667	52,280	90.3%	105.5%	98.4%
Psychology	103,178	62,258	53,688	108,555	88,000	53,501	95.0%	70.7%	100.3%
Social Work	88,667	58,685	55,968	84,092	82,400	53,737	105.4%	71.2%	104.2%
Sociology	94,332	N/A	52,246	109,151	71,403	51,557	86.4%	N/A	101.3%
Urban & Regional Planning	N/A	N/A	53,767	81,129	59,874	N/A	N/A	N/A	N/A
School of Nursing	87,403	68,250	56,549	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	N/A	57,636	N/A	69,136	57,444	N/A	N/A	100.3%	N/A

Humanities

Humanities	71,850	57,150	50,000	76,160	56,774	48,232	94.3%	100.7%	103.7%
Art	64,837	N/A	50,454	72,577	55,250	48,954	89.3%	N/A	103.1%
Dance	69,756	54,812	N/A	58,224	N/A	48,318	119.8%	N/A	N/A
African Languages & Literature	75,250	N/A	48,500	76,194	N/A	46,887	98.8%	N/A	103.4%
Art History	73,896	N/A	52,366	75,583	58,817	N/A	97.8%	N/A	N/A
Classics	76,100	57,150	51,812	79,766	N/A	47,000	95.4%	N/A	110.2%
Comparative Literature	71,279	N/A	N/A	75,796	52,454	45,560	94.0%	N/A	N/A
East Asian Languages & Literature	85,777	N/A	48,153	70,542	52,672	53,877	121.6%	N/A	89.4%
English	83,499	52,905	49,696	80,510	61,016	49,368	103.7%	86.7%	100.7%
French & Italian	73,876	51,800	51,227	78,769	57,144	N/A	93.8%	90.6%	N/A
German	68,921	56,330	51,111	78,537	54,485	48,000	87.8%	103.4%	106.5%
Hebrew & Semitic Studies	62,090	56,860	N/A	93,231	N/A	49,084	66.6%	N/A	N/A
History	75,211	60,000	49,448	91,484	55,413	48,232	82.2%	108.3%	102.5%
History of Science	N/A	72,440	47,000	78,000	56,774	48,000	N/A	127.6%	97.9%
Linguistics	74,165	55,179	N/A	49,500	58,780	48,067	149.8%	93.9%	N/A
School of Music	66,472	62,564	46,720	71,506	61,114	47,931	93.0%	102.4%	97.5%
Philosophy	72,184	N/A	52,000	80,017	59,169	45,320	90.2%	N/A	114.7%
Scandinavian Studies	64,496	N/A	46,224	64,656	N/A	N/A	99.8%	N/A	N/A
Slavic Languages	77,287	N/A	50,418	77,646	N/A	49,933	99.5%	N/A	101.0%
Languages & Cultures of Asia	72,004	N/A	N/A	73,668	62,800	48,987	97.7%	N/A	N/A
Spanish & Portuguese	67,461	58,146	47,120	66,144	61,189	47,956	102.0%	95.0%	98.3%
Theatre & Drama	64,852	56,359	52,604	75,042	56,467	46,350	86.4%	99.8%	113.5%
Women's Studies Program	N/A	N/A	48,000	N/A	N/A	N/A	N/A	N/A	N/A

College Library	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social Sciences	N/A	N/A	N/A	N/A	N/A	63,361	N/A	N/A	N/A	N/A
Liberal Studies & the Arts	64,331	60,804	N/A	64,552	N/A	N/A	99.7%	N/A	N/A	N/A

SOURCE: IADS appointment system, March 2003

NOTE:

Salaries reported are for personnel paid within the department only; department members being paid as administrators, or who hold zero-dollar appointments, are not counted.

NOTE:

One (male) instructor has not been reported.

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