

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2003

Division/Department	Women	Men	% Women
Physical Sciences	47.50	410.05	10.4%
Biological Systems Engineering	1.00	13.25	7.0%
Soil Science	3.50	18.00	16.3%
Chemical & Biological Engineering	1.00	16.00	5.9%
Civil & Environmental Engineering	2.00	26.00	7.1%
Electrical & Computer Engineering	2.00	39.25	4.8%
Biomedical Engineering	2.00	5.10	28.2%
Industrial Engineering	5.25	12.00	30.4%
Mechanical Engineering	3.00	28.75	9.4%
Materials Science & Engineering	2.00	14.00	12.5%
Engineering Physics	1.50	19.50	7.1%
Engineering Professional Development	0.00	7.00	0.0%
Astronomy	2.75	12.00	18.6%
Chemistry	3.50	37.00	8.6%
Computer Sciences	4.00	27.00	12.9%
Geology & Geophysics	4.00	14.50	21.6%
Mathematics	3.25	47.25	6.4%
Atmospheric & Oceanic Sciences	0.00	14.00	0.0%
Physics	4.25	45.75	8.5%
Statistics	2.50	13.70	15.4%
Biological Sciences	165.51	598.19	21.7%
Agronomy	1.00	17.00	5.6%
Animal Science	0.00	18.60	0.0%
Bacteriology	4.00	13.00	23.5%
Biochemistry	8.50	25.00	25.4%
Dairy Science	2.00	12.40	13.9%
Entomology	3.00	12.00	20.0%
Food Microbiology & Toxicology	1.00	4.00	20.0%
Food Science	2.00	13.00	13.3%
Genetics	0.50	12.00	4.0%
Horticulture	4.00	11.25	26.2%
Nutritional Sciences	5.00	3.50	58.8%
Plant Pathology	6.00	10.00	37.5%
Forest Ecology & Management	0.50	15.13	3.2%
Natural Resources - Wildlife Ecology	1.00	4.00	20.0%
Kinesiology	8.00	8.00	50.0%
Nelson Institute for Environmental Studies	1.50	4.07	26.9%
Botany	5.00	11.50	30.3%
Communicative Disorders	8.00	6.00	57.1%
Zoology	8.00	17.00	32.0%
Anatomy	5.00	15.50	24.4%
Anesthesiology	0.00	4.00	0.0%
Biostatistics & Medical Informatics	2.25	7.25	23.7%
Family Medicine	1.00	5.75	14.8%

Genetics	1.50	4.99	23.1%
Obstetrics & Gynecology	1.00	7.00	12.5%
Medical History & Bioethics	1.50	5.90	20.3%
Human Oncology	1.00	8.05	11.0%
Medicine	9.75	54.89	15.1%
Dermatology	0.00	4.00	0.0%
Medical Microbiology	3.20	7.50	29.9%
Medical Physics	1.00	12.55	7.4%
Neurology	1.00	8.50	10.5%
Neurological Surgery	1.00	5.00	16.7%
Oncology	3.75	11.90	24.0%
Ophthalmology & Visual Sciences	3.60	11.00	24.7%
Orthopedics & Rehabilitation	1.00	11.50	8.0%
Pathology & Laboratory Medicine	5.00	13.51	27.0%
Pediatrics	9.75	13.20	42.5%
Pharmacology	2.00	9.00	18.2%
Biomolecular Chemistry	2.80	8.00	25.9%
Physiology	6.00	17.00	26.1%
Population Health Sciences	9.20	13.60	40.4%
Psychiatry	7.21	9.70	42.6%
Radiology	0.50	13.45	3.6%
Surgery	0.00	27.00	0.0%
School of Pharmacy	6.50	25.00	20.6%
Animal Health & Biomedical Sciences	1.00	6.00	14.3%
Medical Sciences	3.00	11.00	21.4%
Pathobiological Sciences	1.00	12.00	7.7%
Comparative Biosciences	4.00	10.00	28.6%
Surgical Sciences	1.00	7.00	12.5%

Social Studies	211.70	388.38	35.3%
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Agricultural & Applied Economics	1.00	20.40	4.7%
Life Sciences Communication	4.80	5.33	47.4%
Rural Sociology	3.00	10.00	23.1%
Natural Resources-Landscape Architecture	4.00	3.00	57.1%
Urban & Regional Planning	0.00	4.00	0.0%
School of Business	16.75	64.75	20.6%
Counseling Psychology	4.00	4.00	50.0%
Curriculum & Instruction	12.75	17.55	42.1%
Educational Administration	3.00	9.67	23.7%
Educational Policy Studies	4.00	7.00	36.4%
Educational Psychology	4.00	10.50	27.6%
Rehabilitation Psychology & Special Education	4.00	5.00	44.4%
School of Human Ecology	24.20	14.00	63.4%
Law School	12.50	29.25	29.9%
Anthropology	6.50	13.00	33.3%
Afro-American Studies	5.00	6.25	44.4%
Communication Arts	11.00	15.00	42.3%
Economics	4.20	23.50	15.2%
Ethnic Studies	1.00	0.00	100.0%
Geography	3.00	14.00	17.6%
LaFollette School of Public Affairs	2.50	6.25	28.6%

School of Journalism & Mass Communication	4.00	8.50	32.0%
School of Library & Information Studies	6.00	1.50	80.0%
Political Science	7.00	29.75	19.0%
Psychology	13.00	23.00	36.1%
Social Work	9.50	5.00	65.5%
Sociology	14.50	29.92	32.6%
Urban & Regional Planning	2.00	4.75	29.6%
School of Nursing	21.50	0.00	100.0%
Professional Development & Applied Studies	3.00	3.51	46.1%
Humanities	155.75	233.53	40.0%
Art	12.00	18.00	40.0%
Dance	2.00	3.00	40.0%
African Languages & Literature	4.00	3.50	53.3%
Art History	8.00	4.75	62.7%
Classics	6.00	3.50	63.2%
Comparative Literature	1.00	5.00	16.7%
East Asian Languages & Literature	5.00	5.00	50.0%
English	26.70	26.50	50.2%
French & Italian	9.00	14.25	38.7%
German	6.00	11.60	34.1%
Hebrew & Semitic Studies	3.00	3.00	50.0%
History	15.50	34.50	31.0%
History of Science	2.00	5.50	26.7%
Linguistics	4.00	4.00	50.0%
School of Music	13.00	31.10	29.5%
Philosophy	4.00	19.00	17.4%
Scandinavian Studies	3.00	3.00	50.0%
Slavic Languages	3.00	8.00	27.3%
Languages & Cultures of Asia	4.50	7.33	38.0%
Spanish & Portuguese	9.00	12.00	42.9%
Theatre & Drama	7.75	7.00	52.5%
Women's Studies Program	2.50	1.00	71.4%
Liberal Studies & the Arts	4.80	3.00	61.5%

SOURCE: October 2003 IADS Frozen slice

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.

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January, 2004

Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2003

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	23.00	6.00	18.50	280.45	59.00	70.60	7.6%	9.2%	20.8%
Biological Systems Engineering	1.00	0.00	0.00	11.25	1.00	1.00	8.2%	0.0%	0.0%
Soil Science	0.00	1.00	2.50	15.00	1.00	2.00	0.0%	50.0%	55.6%
Chemical & Biological Engineering	1.00	0.00	0.00	6.00	6.00	4.00	14.3%	0.0%	0.0%
Civil & Environmental Engineering	1.00	0.00	1.00	16.00	7.00	3.00	5.9%	0.0%	25.0%
Electrical & Computer Engineering	1.00	0.00	1.00	21.25	10.00	8.00	4.5%	0.0%	11.1%
Biomedical Engineering	0.00	0.00	2.00	2.00	1.50	1.60	0.0%	0.0%	55.6%
Industrial Engineering	2.25	2.00	1.00	7.00	2.00	3.00	24.3%	50.0%	25.0%
Mechanical Engineering	1.00	1.00	1.00	18.00	1.75	9.00	5.3%	36.4%	10.0%
Materials Science & Engineering	1.00	0.00	1.00	10.00	2.00	2.00	9.1%	0.0%	33.3%
Engineering Physics	0.50	0.00	1.00	11.25	3.25	5.00	4.3%	0.0%	16.7%
Engineering Professional Development	0.00	0.00	0.00	2.00	3.00	2.00	0.0%	0.0%	0.0%
Astronomy	1.75	0.00	1.00	9.00	2.00	1.00	16.3%	0.0%	50.0%
Chemistry	1.50	0.00	2.00	31.00	0.00	6.00	4.6%	N/A	25.0%
Computer Sciences	2.00	1.00	1.00	21.00	0.00	6.00	8.7%	100.0%	14.3%
Geology & Geophysics	3.00	0.00	1.00	9.50	3.00	2.00	24.0%	0.0%	33.3%
Mathematics	1.75	1.00	0.50	37.00	7.25	3.00	4.5%	12.1%	14.3%
Atmospheric & Oceanic Sciences	0.00	0.00	0.00	7.00	3.00	4.00	0.0%	0.0%	0.0%
Physics	4.25	0.00	0.00	35.00	3.75	7.00	10.8%	0.0%	0.0%
Statistics	1.00	0.00	1.50	11.20	1.50	1.00	8.2%	0.0%	60.0%
Biological Sciences	61.31	36.95	67.25	383.39	107.65	107.15	13.8%	25.6%	38.6%
Agronomy	0.00	1.00	0.00	14.00	0.00	3.00	0.0%	100.0%	0.0%
Animal Science	0.00	0.00	0.00	14.60	1.00	3.00	0.0%	0.0%	0.0%
Bacteriology	1.00	1.00	2.00	10.00	2.00	1.00	9.1%	33.3%	66.7%
Biochemistry	6.00	0.00	2.50	22.00	1.00	2.00	21.4%	0.0%	55.6%
Dairy Science	1.00	1.00	0.00	6.40	2.00	4.00	13.5%	33.3%	0.0%
Entomology	1.00	0.00	2.00	9.00	0.00	3.00	10.0%	N/A	40.0%
Food Microbiology & Toxicology	1.00	0.00	0.00	3.00	0.00	1.00	25.0%	N/A	0.0%
Food Science	0.00	0.00	2.00	11.00	0.00	2.00	0.0%	N/A	50.0%
Genetics	0.00	0.50	0.00	11.00	0.50	0.50	0.0%	50.0%	0.0%
Horticulture	1.00	0.00	3.00	6.50	2.00	2.75	13.3%	0.0%	52.2%
Nutritional Sciences	2.00	1.00	2.00	1.50	1.00	1.00	57.1%	50.0%	66.7%
Plant Pathology	3.00	2.00	1.00	8.00	1.00	1.00	27.3%	66.7%	50.0%
Forest Ecology & Management	0.50	0.00	0.00	11.13	1.00	3.00	4.3%	0.0%	0.0%
Natural Resources - Wildlife Ecology	0.00	1.00	0.00	3.00	1.00	0.00	0.0%	50.0%	N/A
Kinesiology	1.00	2.00	5.00	4.00	3.00	1.00	20.0%	40.0%	83.3%
Nelson Institute for Environmental Studies	0.00	0.50	1.00	4.07	0.00	0.00	0.0%	100.0%	100.0%
Botany	3.00	0.00	2.00	9.00	1.00	1.50	25.0%	0.0%	57.1%

Communicative Disorders	3.00	1.00	4.00	5.00	1.00	0.00	37.5%	50.0%	100.0%
Zoology	2.00	0.00	6.00	12.00	2.00	3.00	14.3%	0.0%	66.7%
Anatomy	2.00	2.00	1.00	9.50	3.00	3.00	17.4%	40.0%	25.0%
Anesthesiology	0.00	0.00	0.00	1.00	1.00	2.00	0.0%	0.0%	0.0%
Bioinformatics & Medical Informatics	0.00	1.25	1.00	3.25	1.50	2.50	0.0%	45.5%	28.6%
Family Medicine	1.00	0.00	0.00	3.10	1.65	1.00	24.4%	0.0%	0.0%
Genetics	0.00	0.50	1.00	2.99	0.50	1.50	0.0%	50.0%	40.0%
Obstetrics & Gynecology	0.00	1.00	0.00	6.00	0.00	1.00	0.0%	100.0%	0.0%
Medical History & Bioethics	1.00	0.00	0.50	2.90	1.00	2.00	25.6%	0.0%	20.0%
Human Oncology	0.00	1.00	0.00	4.05	3.00	1.00	0.0%	25.0%	0.0%
Medicine	4.00	0.00	5.75	24.14	18.75	12.00	14.2%	0.0%	32.4%
Dermatology	0.00	0.00	0.00	3.00	0.00	1.00	0.0%	N/A	0.0%
Medical Microbiology	1.00	0.00	2.20	4.50	2.00	1.00	18.2%	0.0%	68.8%
Medical Physics	0.00	0.00	1.00	6.90	1.25	4.40	0.0%	0.0%	18.5%
Neurology	1.00	0.00	0.00	6.50	2.00	0.00	13.3%	0.0%	N/A
Neurological Surgery	0.00	1.00	0.00	1.00	1.00	3.00	0.0%	50.0%	0.0%
Oncology	3.00	0.00	0.75	10.90	0.00	1.00	21.6%	N/A	42.9%
Ophthalmology & Visual Sciences	1.60	2.00	0.00	6.00	4.00	1.00	21.1%	33.3%	0.0%
Orthopedics & Rehabilitation	0.00	1.00	0.00	3.00	3.50	5.00	0.0%	22.2%	0.0%
Pathology & Laboratory Medicine	2.00	3.00	0.00	6.51	3.00	4.00	23.5%	50.0%	0.0%
Pediatrics	1.00	2.00	6.75	10.20	1.00	2.00	8.9%	66.7%	77.1%
Pharmacology	1.00	0.00	1.00	6.00	1.00	2.00	14.3%	0.0%	33.3%
Biomolecular Chemistry	1.00	1.00	0.80	5.00	2.00	1.00	16.7%	33.3%	44.4%
Physiology	2.00	2.00	2.00	13.00	3.00	1.00	13.3%	40.0%	66.7%
Population Health Sciences	4.20	2.00	3.00	8.60	3.00	2.00	32.8%	40.0%	60.0%
Psychiatry	3.51	0.70	3.00	5.70	0.00	4.00	38.1%	100.0%	42.9%
Radiology	0.50	0.00	0.00	8.45	3.00	2.00	5.6%	0.0%	0.0%
Surgery	0.00	0.00	0.00	16.00	7.00	4.00	0.0%	0.0%	0.0%
School of Pharmacy	2.50	2.00	2.00	13.00	8.00	6.00	16.1%	20.0%	25.0%
Animal Health & Biomedical Sciences	0.00	0.00	1.00	5.00	0.00	1.00	0.0%	N/A	50.0%
Medical Sciences	1.00	1.00	1.00	4.00	6.00	1.00	20.0%	14.3%	50.0%
Pathobiological Sciences	0.00	1.00	0.00	8.00	3.00	1.00	0.0%	25.0%	0.0%
Comparative Biosciences	3.00	0.00	1.00	7.00	1.00	2.00	30.0%	0.0%	33.3%
Surgical Sciences	0.00	1.00	0.00	3.00	3.00	1.00	0.0%	25.0%	0.0%

Social Studies	106.20	32.75	72.75	245.38	53.50	89.50	30.2%	38.0%	44.8%
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Agricultural & Applied Economics	0.00	0.00	1.00	16.40	3.00	1.00	0.0%	0.0%	50.0%
Life Sciences Communication	1.80	1.00	2.00	3.33	1.00	1.00	35.1%	50.0%	66.7%
Rural Sociology	2.00	0.00	1.00	6.00	2.00	2.00	25.0%	0.0%	33.3%
Natural Resources-Landscape Architecture	1.00	1.00	2.00	2.00	0.00	1.00	33.3%	100.0%	66.7%
Urban & Regional Planning	2.00	0.00	2.00	0.00	0.00	0.00	100.0%	N/A	100.0%
School of Business	2.00	3.75	11.00	32.75	16.00	16.00	5.8%	19.0%	40.7%
Counseling Psychology	0.00	2.00	2.00	3.00	1.00	0.00	0.0%	66.7%	100.0%
Curriculum & Instruction	7.50	1.00	4.25	13.55	0.00	4.00	35.6%	100.0%	51.5%
Educational Administration	1.00	2.00	0.00	6.67	0.00	3.00	13.0%	100.0%	0.0%

Educational Policy Studies	2.00	1.00	1.00	5.00	1.00	1.00	28.6%	50.0%	50.0%
Educational Psychology	3.00	0.00	1.00	7.00	1.50	2.00	30.0%	0.0%	33.3%
Rehabilitation Psychology & Special Education	3.00	0.00	1.00	3.00	1.00	1.00	50.0%	0.0%	50.0%
School of Human Ecology	14.20	5.00	5.00	8.00	1.00	5.00	64.0%	83.3%	50.0%
Law School	9.50	1.00	2.00	20.25	4.00	5.00	31.9%	20.0%	28.6%
Anthropology	5.50	0.00	1.00	7.00	0.00	6.00	44.0%	N/A	14.3%
Afro-American Studies	4.00	0.00	1.00	4.25	1.00	1.00	48.5%	0.0%	50.0%
Communication Arts	6.00	1.00	4.00	9.00	1.00	5.00	40.0%	50.0%	44.4%
Economics	1.20	0.00	3.00	18.50	1.00	4.00	6.1%	0.0%	42.9%
Ethnic Studies	1.00	0.00	0.00	9.00	0.00	0.00	10.0%	N/A	N/A
Geography	0.00	1.00	2.00	0.00	3.00	2.00	N/A	25.0%	50.0%
LaFollette School of Public Affairs	1.00	1.50	0.00	4.25	0.00	2.00	19.0%	100.0%	0.0%
School of Journalism & Mass Communication	3.00	0.00	1.00	7.00	1.00	0.50	30.0%	0.0%	66.7%
School of Library & Information Studies	1.00	1.00	4.00	1.00	0.00	0.50	50.0%	100.0%	88.9%
Political Science	2.50	1.50	3.00	16.75	4.00	9.00	13.0%	27.3%	25.0%
Psychology	9.00	4.00	0.00	14.00	2.00	7.00	39.1%	66.7%	0.0%
Social Work	3.50	1.00	5.00	4.00	0.00	1.00	46.7%	100.0%	83.3%
Sociology	8.00	0.00	6.50	15.42	7.00	7.50	34.2%	0.0%	46.4%
Urban & Regional Planning	0.00	0.00	2.00	2.75	2.00	0.00	0.0%	0.0%	100.0%
School of Nursing	11.50	3.00	7.00	0.00	0.00	0.00	100.0%	100.0%	100.0%
Professional Development & Applied Studies	2.00	1.00	0.00	3.51	0.00	0.00	36.3%	100.0%	N/A

Humanities	82.50	28.00	45.25	161.53	33.00	39.00	33.8%	45.9%	53.7%
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Art	5.00	3.00	4.00	13.00	3.00	2.00	27.8%	50.0%	66.7%
Dance	2.00	0.00	0.00	1.00	2.00	0.00	66.7%	0.0%	N/A
African Languages & Literature	3.00	0.00	1.00	2.50	0.00	1.00	54.5%	N/A	50.0%
Art History	4.00	0.00	4.00	1.75	3.00	0.00	69.6%	0.0%	100.0%
Classics	3.00	1.00	2.00	2.00	0.50	1.00	60.0%	66.7%	66.7%
Comparative Literature	1.00	0.00	0.00	2.00	1.00	2.00	33.3%	0.0%	0.0%
East Asian Languages & Literature	1.00	1.00	3.00	3.00	1.00	1.00	25.0%	50.0%	75.0%
English	15.70	3.00	8.00	19.50	1.00	6.00	44.6%	75.0%	57.1%
French & Italian	5.00	2.00	2.00	11.25	2.00	1.00	30.8%	50.0%	66.7%
German	3.00	2.00	1.00	8.60	2.00	1.00	25.9%	50.0%	50.0%
Hebrew & Semitic Studies	1.00	1.00	1.00	2.00	0.00	1.00	33.3%	100.0%	50.0%
History	10.50	3.00	2.00	23.00	4.50	7.00	31.3%	40.0%	22.2%
History of Science	0.00	1.00	1.00	2.50	2.00	1.00	0.0%	33.3%	50.0%
Linguistics	2.00	1.00	1.00	2.00	1.00	1.00	50.0%	50.0%	50.0%
School of Music	7.00	4.00	2.00	25.10	4.00	2.00	21.8%	50.0%	50.0%
Philosophy	2.00	0.00	2.00	17.00	0.00	2.00	10.5%	N/A	50.0%
Scandinavian Studies	2.00	0.00	1.00	3.00	0.00	0.00	40.0%	N/A	100.0%
Slavic Languages	2.00	1.00	0.00	6.00	0.00	2.00	25.0%	100.0%	0.0%
Languages & Cultures of Asia	3.50	0.00	1.00	4.33	2.00	1.00	44.7%	0.0%	50.0%
Spanish & Portuguese	3.00	2.00	4.00	7.00	1.00	4.00	30.0%	66.7%	50.0%
Theatre & Drama	4.00	1.00	2.75	2.00	3.00	2.00	66.7%	25.0%	57.9%
Women's Studies Program	0.00	0.00	2.50	0.00	0.00	0.00	N/A	N/A	100.0%

Liberal Studies & the Arts

2.80

2.00

0.00

3.00

0.00

0.00

48.3%

100.0%

N/A

SOURCE: October 2003 IADS Frozen slice

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 who have held appointments at UW Madison prior to the current appointment. The years in the prior appointment are not included in this calculation.)

Prepared by : Mei-Hsia Chen, Office of Academic Planning and Analysis

January, 2004

Table 3a. Tenure Promotion Outcomes by Gender, 2003

1997 - 2003

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	5	5	100.0%	54	50	92.6%
Biological Sciences	28	24	85.7%	79	73	92.4%
Social Studies	34	31	91.2%	38	35	92.1%
Humanities	26	25	96.2%	30	28	93.3%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2003

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	36	22	61.1	29	80.6
1992-96	7	2	28.6	3	42.9	32	21	65.6	27	84.4

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	27	11	40.7	19	70.4	81	48	59.3	61	75.3
1992-96	28	12	42.9	20	71.4	78	46	59.0	57	73.1

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	71	21	29.6	34	47.9	82	25	30.5	38	46.3
1991-95	47	18	38.3	25	53.2	49	24	49.0	28	57.1
1992-96	38	11	28.9	16	42.1	46	21	45.7	26	56.5

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
1992-96	19	14	73.7	16	84.2	16	11	68.8	15	93.8

SOURCE: UW Madison Tenure file and IADS appointment information system, Dec 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, and one each hired in 1993-94 and 1994-95 still held probationary appointments after more than nine years.

NOTE:

Early cohort was hired between May 1987 and May 1991; later cohort was hired between May 1991 and May 1995/May 1992 and May 1996.

Prepared by : Margaret Harrigan, Office of Academic Planning and Analysis
January 2004

Table 4. Median Years in Rank by Gender, 2003

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	2	11	3	2	45.5%	100.0%	100.0%
Physical Sciences	3	0.5	2	12	2	2	25.0%	25.0%	100.0%
Biological Sciences	6	3	2	10	4	2	60.0%	75.0%	100.0%
Social Studies	6	3	3	12	2	2	50.0%	150.0%	150.0%
Humanities	5	3	2	11	3	3	45.5%	100.0%	66.7%

SOURCE: UW Madison IADS (Integrated Appointment Data System), October 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 : Mei-Hsia Chen, Office of Academic Planning and Analysis

February, 2004

Table 5a. Time at Institution (Median Numer of Years) by Gender and Rank, 2002

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	5.0	14.0	6.5	2.0	15.0	19.0	7.0	2.0	33.3%	73.7%	92.9%	100.0%
Biological Sciences	6.0	16.0	9.0	2.0	14.0	19.0	10.0	2.0	42.9%	84.2%	90.0%	100.0%
Social Studies	9.0	14.0	7.0	3.0	12.0	19.0	6.0	2.0	75.0%	73.7%	116.7%	150.0%
Humanities	11.0	16.0	7.5	2.0	14.0	19.0	7.0	3.0	78.6%	84.2%	107.1%	66.7%

SOURCE: October 2003 IADS Frozen slice

Prepared by : Mei-Hsia Chen, Office of Academic Planning and Analysis

January, 2004

Table 5b. Attrition by Gender, 2002-2003

	FTEs			%		
	Retired	Resigned	Total FTE	Retired	Resigned	Left UW
Total	63	32	2210.61	2.8%	1.4%	4.3%
Women	11	7	580.46	1.9%	1.2%	3.1%
Men	52	25	1630.15	3.2%	1.5%	4.7%
Physical Sciences						
Women	1	1	47.50	2.1%	2.1%	4.2%
Men	16	3	410.05	3.9%	0.7%	4.6%
Biological Sciences						
Women	3	3	165.51	1.8%	1.8%	3.6%
Men	19	9	598.19	3.2%	1.5%	4.7%
Social Studies						
Women	4	3	211.70	1.9%	1.4%	3.3%
Men	10	11	388.38	2.6%	2.8%	5.4%
Humanities						
Women	3	0	155.75	1.9%	0.0%	1.9%
Men	7	2	233.53	3.0%	0.9%	3.9%

SOURCE: IADS appointment system, Feb. 2004

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.

Discipline is assigned based on appointment major department.

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

February, 2004

Table 6. Number of Women in Science & Engineering Who are in Non-Tenure-Track Positions, 2003

	Women		Men		% Female
	Mean FTE	Total FTE	Mean FTE	Total FTE	
Physical Sciences					
Teaching	0.68	18.9	0.71	51.3	26.9%
Research	0.80	38.4	0.87	256.5	13.0%
Clinical	0.04	0.0	N/A	N/A	N/A
Biological Sciences					
Teaching	0.64	45.8	0.68	32.6	58.4%
Research	0.84	226.5	0.86	330.8	40.6%
Clinical	0.79	283.6	0.85	521.8	35.2%
Social Studies					
Teaching	0.55	81.5	0.50	61.5	57.0%
Research	0.79	67.4	0.81	54.3	55.4%
Clinical	0.69	38.7	0.95	14.3	73.1%
Humanities					
Teaching	0.55	53.7	0.59	34.3	61.0%
Research	0.78	2.3	1.00	8.0	22.6%
Clinical	0.85	0.9	1.00	2.0	29.8%
Administrative Units					
Teaching	0.61	4.3	0.55	2.8	60.8%
Research	0.85	4.3	0.92	5.5	43.6%
Clinical	0.38	2.7	0.52	1.6	63.2%

SOURCE: October Payroll 2003

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: Mei-Hsia Chen, Office of Academic Planning and Analysis
January, 2004

Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2003

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	28	307	8.4%	1	18	5.3%	3.6%	5.9%
Biological Sciences	59	374	13.6%	2	46	4.2%	3.4%	12.3%
Social Studies	69	205	25.2%	7	18	28.0%	10.1%	8.8%
Humanities	92	168	35.4%	8	14	36.4%	8.7%	8.3%
Total	237	999	19.2%	18	96	15.8%	7.6%	9.6%

SOURCE: IADS appointment system frozen slice, October 2003.

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
February 2004

Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2003

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	25	309	7.5%	1	7	12.5%	4.0%	2.3%
Biological Sciences	59	356	14.2%	2	10	16.7%	3.4%	2.8%
Social Studies	97	253	27.7%	11	16	40.7%	11.3%	6.3%
Humanities	94	166	36.2%	3	3	50.0%	3.2%	1.8%
Total	275	1084	20.2%	17	36	32.1%	6.2%	3.3%

SOURCE: IADS Frozen Appointment Data view, October 2003.

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: Mei-Hsia Chen and Margaret Harrigan, Office of Academic Planning and Analysis
March 2004

Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2003

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	25	309	7.5%	1	1	50.0%	4.0%	0.3%
Biological Sciences	59	356	14.2%	0	2	0.0%	0.0%	0.6%
Social Studies	97	253	27.7%	2	1	66.7%	2.1%	0.4%
Humanities	94	166	36.2%	0	1	N/A	0.0%	0.6%
Total	275	1084	20.2%	3	5	37.5%	1.1%	0.5%

SOURCE: IADS Frozen Appointment Data view, October 2003.

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: Mei-Hsia Chen and Margaret Harrigan, Office of Academic Planning and Analysis
March 2004

Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2003

Division	Total Faculty (Full Profs.)			Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	25	309	7.5%	0	19	0.0%	0.0%	6.1%
Biological Sciences	59	356	14.2%	2	13	13.3%	3.4%	3.7%
Social Studies	97	253	27.7%	6	16	27.3%	6.2%	6.3%
Humanities	94	166	36.2%	4	13	23.5%	4.3%	7.8%
Total	275	1084	20.2%	12	61	16.4%	4.4%	5.6%

SOURCE: IADS appointment system frozen slice, October 2003.

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: Mei-Hsia Chen and Margaret Harrigan, Office of Academic Planning and Analysis
March 2004

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs
Chairs, 2003**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Named Professorships			
Vilas Professors	4	12	25.0%
Hilldale Professors	0	13	0.0%
John Bascom Professors	2	5	28.6%
Evju-Bascom Professors	3	6	33.3%
Named-Bascom Professors	13	38	25.5%
Steenbock Professors	1	7	12.5%
Wisconsin Distinguished Professors	0	9	0.0%
Other named professorships (incl. WARF)	27	183	12.9%
Holds two named professorships	6	36	14.3%
New named professorships	12	29	29.3%
Number holding named professorships	44	236	15.7%
Full Professors at UW-Madison	275	1084	20.2%
Major Awards			
Vilas Associate Award	7	19	26.9%
Hilldale Award	2	2	50.0%
H. I. Romnes Faculty Fellowship	3	1	75.0%
WARF Kellett Mid-Career Award	1	4	20.0%
Tenured Professors at UW-Madison	381	1342	22.1%

SOURCE: Office of the Provost. Totals from IADS appointment system frozen slice October 2003.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2003; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2003.

Prepared by: Jennifer Sheridan, WISELI
January, 2003

Table 9. Number and Percent of Women Science & Engineering Faculty on Promotion and Tenure Committees, 2003

	Women	Men	% Female
Faculty Senate			
Physical Sciences	2	44	4.3%
Biological Sciences	11	60	15.5%
Social Studies	21	39	35.0%
Arts & Humanities	18	24	42.9%
Senators (total)	52	167	23.7%
Physical Sciences	1	27	3.6%
Biological Sciences	21	45	31.8%
Social Studies	10	26	27.8%
Arts & Humanities	13	20	39.4%
Alternates (Total)	45	118	27.6%
Athletic Board	9	16	36.0%
Campus Planning Committee	4	10	28.6%
Divisional Executive Committees*			
Physical Sciences	2	10	16.7%
Bio. Sciences, Curriculum Planning	1	8	11.1%
Bio. Sciences, Strategic Planning	1	8	11.1%
Bio. Sciences, Tenure	3	9	25.0%
Social Studies	5	7	41.7%
Arts & Humanities	6	6	50.0%
Faculty Compensation and Economic Benefits Commission*	4	5	44.4%
Faculty Rights and Responsibilities Committee*	1	8	11.1%
Library Committee*	5	5	50.0%
University Committee*	2	4	33.3%
University Academic Planning Council	7	10	41.2%
Graduate School Academic Planning Council	1	7	12.5%
Graduate School Executive Committee			
Physical Sciences	0	5	0.0%
Biological Sciences	1	4	20.0%
Social Studies	2	4	33.3%
Arts & Humanities	3	1	75.0%
Graduate School Research Committee			
Physical Sciences	2	9	18.2%
Biological Sciences	4	8	33.3%
Social Studies	3	7	30.0%
Arts & Humanities	7	5	58.3%
All Faculty	586	1650	26.2%
Physical Sciences	52	451	10.3%
Biological Sciences	150	558	21.2%
Social Studies	203	396	33.9%
Arts & Humanities	181	245	42.5%

SOURCE: 2003-2004 Faculty Senate and UW-Madison Committees, Office of the Secretary of the faculty, November 2003. Totals from IADS appointment system frozen slice October 2003.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2003. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

Prepared by: Jennifer Sheridan, WISELI

January, 2004

* Members chosen by election of faculty.

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2003

Division/Department	Women, Median	Men, Median	Women's Median as % of Men's
Physical Sciences	70,138	82,253	85.3%
Biological Systems Engineering	55,636	80,725	68.9%
Soil Science	59,321	74,449	79.7%
Chemical & Biological Engineering	98,982	90,000	110.0%
Civil & Environmental Engineering	80,500	86,802	92.7%
Electrical & Computer Engineering	97,500	95,000	102.6%
Biomedical Engineering	71,000	110,000	64.5%
Industrial Engineering	95,000	118,410	80.2%
Mechanical Engineering	84,687	98,589	85.9%
Materials Science & Engineering	83,533	109,391	76.4%
Engineering Physics	81,750	101,852	80.3%
Engineering Professional Development	N/A	87,765	N/A
Astronomy	94,669	92,397	102.5%
Chemistry	60,112	100,123	60.0%
Computer Sciences	92,275	112,300	82.2%
Geology & Geophysics	69,361	73,540	94.3%
Mathematics	85,927	85,373	100.6%
Atmospheric & Oceanic Sciences	N/A	80,067	N/A
Physics	110,000	88,845	123.8%
Statistics	59,578	92,085	64.7%
Biological Sciences	71,962	82,001	87.8%
Agronomy	62,988	70,388	89.5%
Animal Science	N/A	83,536	N/A
Bacteriology	64,996	87,325	74.4%
Biochemistry	88,552	101,939	86.9%
Dairy Science	76,105	76,990	98.9%
Entomology	57,758	80,815	71.5%
Food Microbiology & Toxicology	73,759	78,358	94.1%
Food Science	56,127	80,747	69.5%
Genetics	74,019	97,534	75.9%
Horticulture	61,734	70,873	87.1%
Nutritional Sciences	74,468	74,356	100.2%
Plant Pathology	70,195	87,415	80.3%
Forest Ecology & Management	65,960	83,586	78.9%
Natural Resources - Wildlife Ecology	67,021	83,411	80.4%
Kinesiology	54,204	68,099	79.6%
Nelson Institute for Environmental Studies	70,000	85,983	81.4%
Botany	64,558	82,137	78.6%
Communicative Disorders	67,400	95,100	70.9%
Zoology	61,302	70,621	86.8%
Anatomy	74,815	93,092	80.4%
Anesthesiology	N/A	76,428	N/A
Biostatistics & Medical Informatics	80,478	85,260	94.4%

Family Medicine	114,469	94,899	120.6%
Genetics	60,136	77,092	78.0%
Obstetrics & Gynecology	61,860	87,545	70.7%
Medical History & Bioethics	135,473	90,307	150.0%
Human Oncology	67,289	83,874	80.2%
Medicine	69,545	81,818	85.0%
Dermatology	N/A	114,955	N/A
Medical Microbiology	60,545	94,178	64.3%
Medical Physics	71,554	77,497	92.3%
Neurology	98,790	94,363	104.7%
Neurological Surgery	63,278	58,091	108.9%
Oncology	94,810	105,627	89.8%
Ophthalmology & Visual Sciences	76,179	86,244	88.3%
Orthopedics & Rehabilitation	68,681	60,895	112.8%
Pathology & Laboratory Medicine	90,523	83,864	107.9%
Pediatrics	61,364	96,505	63.6%
Pharmacology	83,691	91,363	91.6%
Biomolecular Chemistry	75,273	84,754	88.8%
Physiology	79,227	93,886	84.4%
Population Health Sciences	85,700	84,044	102.0%
Psychiatry	67,395	79,228	85.1%
Radiology	77,501	72,437	107.0%
Surgery	N/A	69,534	N/A
School of Pharmacy	68,000	76,591	88.8%
Animal Health & Biomedical Sciences	63,179	81,573	77.5%
Medical Sciences	70,138	72,843	96.3%
Pathobiological Sciences	66,485	91,433	72.7%
Comparative Biosciences	81,200	77,097	105.3%
Surgical Sciences	73,363	68,003	107.9%

Social Studies

	74,818	91,059	82.2%
Agricultural & Applied Economics	61,938	90,360	68.5%
Life Sciences Communication	66,639	83,187	80.1%
Rural Sociology	81,741	71,615	114.1%
Natural Resources-Landscape Architecture	59,295	72,119	82.2%
Urban & Regional Planning	N/A	65,779	N/A
School of Business	117,245	135,000	86.8%
Counseling Psychology	59,818	85,200	70.2%
Curriculum & Instruction	75,260	88,404	85.1%
Educational Administration	71,939	84,815	84.8%
Educational Policy Studies	64,380	83,556	77.0%
Educational Psychology	81,633	92,596	88.2%
Rehabilitation Psychology & Special Education	73,233	62,741	116.7%
School of Human Ecology	69,057	68,879	100.3%
Law School	121,206	114,728	105.6%
Anthropology	66,712	66,599	100.2%
Afro-American Studies	76,839	95,501	80.5%
Communication Arts	61,369	72,000	85.2%
Economics	72,775	141,419	51.5%
Ethnic Studies	90,000	N/A	N/A
Geography	52,500	82,563	63.6%

LaFollette School of Public Affairs	87,500	101,728	86.0%
School of Journalism & Mass Communication	84,291	72,071	117.0%
School of Library & Information Studies	57,253	70,650	81.0%
Political Science	74,794	77,335	96.7%
Psychology	91,593	84,800	108.0%
Social Work	61,281	87,244	70.2%
Sociology	77,541	78,148	99.2%
Urban & Regional Planning	55,967	70,517	79.4%
School of Nursing	80,000	N/A	N/A
Professional Development & Applied Studies	64,345	72,279	89.0%
Humanities	64,796	73,239	88.5%
Art	60,539	67,672	89.5%
Dance	61,678	60,167	102.5%
African Languages & Literature	77,101	75,929	101.5%
Art History	67,911	70,968	95.7%
Classics	64,211	80,740	79.5%
Comparative Literature	82,754	54,370	152.2%
East Asian Languages & Literature	49,981	68,510	73.0%
English	70,679	82,546	85.6%
French & Italian	56,099	81,697	68.7%
German	61,061	73,891	82.6%
Hebrew & Semitic Studies	60,012	95,981	62.5%
History	75,000	77,632	96.6%
History of Science	59,393	63,005	94.3%
Linguistics	64,965	57,492	113.0%
School of Music	68,599	71,499	95.9%
Philosophy	59,409	75,936	78.2%
Scandinavian Studies	65,450	67,106	97.5%
Slavic Languages	77,108	74,381	103.7%
Languages & Cultures of Asia	72,274	70,473	102.6%
Spanish & Portuguese	58,580	65,070	90.0%
Theatre & Drama	66,757	59,661	111.9%
Women's Studies Program	49,680	65,896	75.4%
Liberal Studies & the Arts	66,970	75,463	88.7%

SOURCE: October 2003 IADS Frozen slice

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. Salary paid on 9-month basis.

Prepared by : Mei-Hsia Chen, Office of Academic Planning and Analysis

January, 2004

Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2003

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	99,000	81,981	70,000	102,258	79,543	69,635	96.8%	103.1%	100.5%
Biological Systems Engineering	55,636	N/A	N/A	81,000	71,149	54,518	68.7%	N/A	N/A
Soil Science	N/A	63,434	58,844	79,684	65,204	56,517	N/A	97.3%	104.1%
Chemical & Biological Engineering	98,982	N/A	N/A	146,634	89,892	70,220	67.5%	N/A	N/A
Civil & Environmental Engineering	91,000	N/A	70,000	107,556	79,152	78,000	84.6%	N/A	89.7%
Electrical & Computer Engineering	104,500	N/A	90,500	106,000	93,750	79,750	98.6%	N/A	113.5%
Biomedical Engineering	N/A	N/A	71,000	120,824	110,000	78,000	N/A	N/A	91.0%
Industrial Engineering	99,000	92,500	75,000	124,802	92,250	75,000	79.3%	100.3%	100.0%
Mechanical Engineering	135,420	84,687	71,000	109,992	84,844	69,483	123.1%	99.8%	102.2%
Materials Science & Engineering	91,065	N/A	76,000	120,400	74,976	76,000	75.6%	N/A	100.0%
Engineering Physics	91,118	N/A	81,750	134,900	85,700	82,000	67.5%	N/A	99.7%
Engineering Professional Development	N/A	N/A	N/A	110,564	92,180	71,672	N/A	N/A	N/A
Astronomy	94,669	N/A	62,740	93,240	71,975	64,831	101.5%	N/A	96.8%
Chemistry	73,791	N/A	58,556	107,444	N/A	59,904	68.7%	N/A	97.7%
Computer Sciences	110,450	79,275	84,550	117,000	N/A	82,950	94.4%	N/A	101.9%
Geology & Geophysics	75,988	N/A	56,992	83,871	63,841	56,160	90.6%	N/A	101.5%
Mathematics	107,860	75,000	75,000	92,817	74,700	64,630	116.2%	100.4%	116.0%
Atmospheric & Oceanic Sciences	N/A	N/A	N/A	88,573	71,897	59,500	N/A	N/A	N/A
Physics	110,000	N/A	N/A	93,688	72,634	65,030	117.4%	N/A	N/A
Statistics	137,280	N/A	59,578	95,398	80,000	65,912	143.9%	N/A	90.4%
Biological Sciences	93,737	70,138	59,771	93,084	71,927	59,606	100.7%	97.5%	100.3%
Agronomy	N/A	62,988	N/A	70,474	N/A	57,273	N/A	N/A	N/A
Animal Science	N/A	N/A	N/A	87,278	74,185	56,964	N/A	N/A	N/A
Bacteriology	83,669	66,809	61,370	87,331	65,632	57,273	95.8%	101.8%	107.2%
Biochemistry	92,536	N/A	61,513	108,187	63,191	64,850	85.5%	N/A	94.9%
Dairy Science	N/A	76,105	N/A	84,940	63,740	58,441	N/A	119.4%	N/A
Entomology	75,748	N/A	56,902	86,839	N/A	56,193	87.2%	N/A	101.3%
Food Microbiology & Toxicology	73,759	N/A	N/A	83,056	N/A	59,824	88.8%	N/A	N/A
Food Science	N/A	N/A	56,127	83,678	N/A	63,435	N/A	N/A	88.5%
Genetics	N/A	74,019	N/A	99,173	72,764	63,266	N/A	101.7%	N/A
Horticulture	66,027	N/A	60,161	75,845	70,858	58,723	87.1%	N/A	102.4%
Nutritional Sciences	84,428	74,468	59,357	91,537	74,356	61,963	92.2%	100.2%	95.8%
Plant Pathology	86,178	66,628	58,160	89,183	82,001	57,643	96.6%	81.3%	100.9%
Forest Ecology & Management	65,960	N/A	N/A	92,854	63,105	55,688	71.0%	N/A	N/A
Natural Resources - Wildlife Ecology	N/A	67,021	N/A	87,190	67,817	N/A	N/A	98.8%	N/A
Kinesiology	83,080	60,245	52,000	83,836	58,309	52,750	99.1%	103.3%	98.6%
Nelson Institute for Environmental Studies	N/A	65,960	70,000	85,983	N/A	N/A	N/A	N/A	N/A

Botany	91,551	N/A	54,021	87,676	82,137	50,000	104.4%	N/A	108.0%
Communicative Disorders	81,553	72,800	59,859	99,800	69,678	N/A	81.7%	104.5%	N/A
Zoology	79,070	N/A	59,670	78,386	61,062	56,614	100.9%	N/A	105.4%
Anatomy	101,297	74,252	63,371	107,243	76,988	64,721	94.5%	96.4%	97.9%
Anesthesiology	N/A	N/A	N/A	94,582	69,319	70,415	N/A	N/A	N/A
Biostatistics & Medical Informatics	N/A	80,478	66,524	108,002	89,543	79,215	N/A	89.9%	84.0%
Family Medicine	114,469	N/A	N/A	99,999	91,709	94,899	114.5%	N/A	N/A
Genetics	N/A	74,019	60,136	88,936	72,764	61,364	N/A	101.7%	98.0%
Obstetrics & Gynecology	N/A	61,860	N/A	92,864	N/A	58,708	N/A	N/A	N/A
Medical History & Bioethics	135,473	N/A	57,935	122,727	N/A	58,575	110.4%	N/A	98.9%
Human Oncology	N/A	67,289	N/A	89,966	58,373	53,182	N/A	115.3%	N/A
Medicine	102,716	N/A	59,606	99,347	73,930	60,485	103.4%	N/A	98.5%
Dermatology	N/A	N/A	N/A	123,470	N/A	59,606	N/A	N/A	N/A
Medical Microbiology	98,222	N/A	60,545	111,377	89,321	63,862	88.2%	N/A	94.8%
Medical Physics	N/A	N/A	71,554	85,909	77,497	65,455	N/A	N/A	109.3%
Neurology	98,790	N/A	N/A	96,343	66,128	N/A	102.5%	N/A	N/A
Neurological Surgery	N/A	63,278	N/A	109,136	46,833	58,091	N/A	135.1%	N/A
Oncology	94,810	N/A	61,188	106,279	N/A	65,455	89.2%	N/A	93.5%
Ophthalmology & Visual Sciences	115,211	72,381	N/A	115,139	78,395	64,567	100.1%	92.3%	N/A
Orthopedics & Rehabilitation	N/A	68,681	N/A	106,364	58,717	60,000	N/A	117.0%	N/A
Pathology & Laboratory Medicine	94,353	80,669	N/A	101,666	72,403	49,183	92.8%	111.4%	N/A
Pediatrics	106,244	76,062	55,036	106,280	68,497	56,630	100.0%	111.0%	97.2%
Pharmacology	106,042	N/A	61,339	108,756	69,558	61,833	97.5%	N/A	99.2%
Biomolecular Chemistry	78,645	75,273	61,364	96,107	70,977	61,409	81.8%	106.1%	99.9%
Physiology	103,302	79,227	61,224	108,801	79,199	59,911	94.9%	100.0%	102.2%
Population Health Sciences	100,136	68,780	63,533	114,599	66,026	73,636	87.4%	104.2%	86.3%
Psychiatry	97,917	67,395	57,273	99,070	N/A	57,672	98.8%	N/A	99.3%
Radiology	77,501	N/A	N/A	88,663	56,738	65,800	87.4%	N/A	N/A
Surgery	N/A	N/A	N/A	75,331	64,164	36,450	N/A	N/A	N/A
School of Pharmacy	93,737	72,612	61,500	89,177	74,239	57,769	105.1%	97.8%	106.5%
Animal Health & Biomedical Sciences	N/A	N/A	63,179	88,651	N/A	57,273	N/A	N/A	110.3%
Medical Sciences	101,472	70,138	69,982	102,566	72,106	67,091	98.9%	97.3%	104.3%
Pathobiological Sciences	N/A	66,485	N/A	95,631	66,867	59,543	N/A	99.4%	N/A
Comparative Biosciences	88,323	N/A	57,273	87,570	58,727	62,537	100.9%	N/A	91.6%
Surgical Sciences	N/A	73,363	N/A	113,105	67,807	62,457	N/A	108.2%	N/A
Social Studies	86,155	63,555	56,797	100,000	73,768	55,875	86.2%	86.2%	101.7%
Agricultural & Applied Economics	N/A	N/A	61,938	99,219	82,002	66,000	N/A	N/A	93.8%
Life Sciences Communication	84,702	66,639	59,417	83,387	63,623	51,801	101.6%	104.7%	114.7%
Rural Sociology	86,299	N/A	59,411	88,450	70,634	56,556	97.6%	N/A	105.0%
Natural Resources-Landscape Architecture	91,676	64,604	53,584	81,036	N/A	54,000	113.1%	N/A	99.2%
Urban & Regional Planning	77,628	N/A	58,297	N/A	N/A	N/A	N/A	N/A	N/A
School of Business	167,119	125,117	115,619	153,144	132,671	105,234	109.1%	94.3%	109.9%
Counseling Psychology	N/A	68,000	52,318	86,138	61,282	N/A	N/A	111.0%	N/A
Curriculum & Instruction	82,379	60,658	55,237	93,996	N/A	55,839	87.6%	N/A	98.9%

Educational Administration	72,392	67,747	N/A	95,086	N/A	55,527	76.1%	N/A	N/A
Educational Policy Studies	83,794	59,491	52,000	95,311	65,953	52,906	87.9%	90.2%	98.3%
Educational Psychology	84,829	N/A	53,288	96,992	67,257	55,935	87.5%	N/A	95.3%
Rehabilitation Psychology & Special Education	76,299	N/A	57,000	82,796	62,741	57,000	92.2%	N/A	100.0%
School of Human Ecology	77,184	61,996	53,976	75,097	57,737	56,039	102.8%	107.4%	96.3%
Law School	126,891	98,979	87,463	130,709	98,863	89,585	97.1%	100.1%	97.6%
Anthropology	66,712	N/A	52,745	77,273	N/A	49,500	86.3%	N/A	106.6%
Afro-American Studies	80,317	N/A	54,000	98,052	57,799	51,000	81.9%	N/A	105.9%
Communication Arts	66,685	58,007	52,000	77,107	62,752	50,097	86.5%	92.4%	103.8%
Economics	127,272	N/A	72,775	150,000	120,000	70,162	84.8%	N/A	103.7%
Ethnic Studies	90,000	N/A	N/A	91,826	N/A	N/A	98.0%	N/A	N/A
Geography	N/A	57,392	51,610	N/A	60,414	54,500	N/A	95.0%	94.7%
LaFollette School of Public Affairs	87,951	87,500	N/A	106,914	N/A	62,853	82.3%	N/A	N/A
School of Journalism & Mass Communication	90,801	N/A	53,689	73,361	64,961	51,950	123.8%	N/A	103.3%
School of Library & Information Studies	78,966	59,505	54,425	70,650	N/A	51,950	111.8%	N/A	104.8%
Political Science	101,816	76,670	53,173	98,437	66,600	54,256	103.4%	115.1%	98.0%
Psychology	111,734	61,324	N/A	100,797	59,211	55,482	110.9%	103.6%	N/A
Social Work	86,451	61,281	58,826	87,689	N/A	55,900	98.6%	N/A	105.2%
Sociology	97,661	N/A	54,567	112,245	71,000	53,710	87.0%	N/A	101.6%
Urban & Regional Planning	N/A	N/A	55,967	83,969	62,269	N/A	N/A	N/A	N/A
School of Nursing	90,416	80,315	59,119	N/A	N/A	N/A	N/A	N/A	N/A
Professional Development & Applied Studies	64,591	51,822	N/A	72,279	N/A	N/A	89.4%	N/A	N/A

Humanities

74,594 60,291 51,340 78,897 59,293 50,647 94.5% 101.7% 101.4%

Art	66,799	59,293	52,429	75,105	59,293	50,985	88.9%	100.0%	102.8%
Dance	61,678	N/A	N/A	60,167	57,707	N/A	102.5%	N/A	N/A
African Languages & Literature	78,010	N/A	51,340	83,385	N/A	49,684	93.6%	N/A	103.3%
Art History	76,271	N/A	49,832	78,873	61,407	N/A	96.7%	N/A	N/A
Classics	71,125	58,062	50,827	82,736	55,403	48,991	86.0%	104.8%	103.7%
Comparative Literature	82,754	N/A	N/A	75,188	54,370	46,953	110.1%	N/A	N/A
East Asian Languages & Literature	91,777	56,132	47,000	79,218	54,372	56,197	115.9%	103.2%	83.6%
English	87,296	64,504	51,744	86,991	63,152	51,382	100.4%	102.1%	100.7%
French & Italian	77,570	54,644	52,676	82,330	59,583	50,000	94.2%	91.7%	105.4%
German	70,864	59,078	52,812	75,988	55,104	49,596	93.3%	107.2%	106.5%
Hebrew & Semitic Studies	64,540	60,012	51,375	97,689	N/A	50,679	66.1%	N/A	101.4%
History	79,069	61,980	50,089	93,384	58,462	52,920	84.7%	106.0%	94.6%
History of Science	N/A	69,953	48,833	81,330	61,025	49,920	N/A	114.6%	97.8%
Linguistics	75,095	56,998	47,000	84,033	57,492	50,132	89.4%	99.1%	93.8%
School of Music	70,110	63,996	48,878	74,154	55,542	53,069	94.5%	115.2%	92.1%
Philosophy	75,859	N/A	51,495	77,445	N/A	47,340	98.0%	N/A	108.8%
Scandinavian Studies	70,887	N/A	48,224	67,106	N/A	N/A	105.6%	N/A	N/A
Slavic Languages	87,649	55,683	N/A	78,664	N/A	51,433	111.4%	N/A	N/A
Languages & Cultures of Asia	74,884	N/A	50,000	76,062	68,619	50,946	98.5%	N/A	98.1%
Spanish & Portuguese	72,901	60,472	48,939	70,331	57,805	48,436	103.7%	104.6%	101.0%
Theatre & Drama	82,975	63,651	52,785	88,977	59,661	48,574	93.3%	106.7%	108.7%

Women's Studies Program	N/A	N/A	49,680	N/A	N/A	N/A	N/A	N/A	N/A
Liberal Studies & the Arts	66,970	63,371	N/A	75,463	N/A	N/A	88.7%	N/A	N/A

SOURCE: October 2003 IADS Frozen slice

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. Salary paid on 9-month basis.

Prepared by : Mei-Hsia Chen, Office of Academic Planning and Analysis

January, 2004

Table 11a. Mean Office Space Square Footage, by Gender, 2003

Division/Department	Mean Sq. Ft., Women	Mean Sq. Ft., Men	Women's Mean as % of Men's
Physical Sciences	171.59	164.83	104.1%
CALS	184.33	164.03	112.4%
Biological Systems Engineering	161.00	155.75	103.4%
Soil Science	196.00	169.88	115.4%
Engineering	167.56	164.97	101.6%
Chemical & Biological Engineering	126.00	166.88	75.5%
Civil & Environmental Engineering	174.50	196.28	88.9%
Electrical & Computer Engineering	140.50	147.64	95.2%
Biomedical Engineering	121.24	128.48	94.4%
Industrial Engineering	181.00	204.30	88.6%
Mechanical Engineering	230.41	167.74	137.4%
Materials Science & Engineering	147.50	191.54	77.0%
Engineering Physics	113.00	126.18	89.6%
Biological Sciences	148.00	153.29	96.5%
CALS	153.66	159.56	96.3%
Agronomy	165.30	195.06	84.7%
Animal Science	N/A	174.96	N/A
Bacteriology	180.00	184.07	97.8%
Biochemistry	148.62	173.83	85.5%
Dairy Science	147.00	125.45	117.2%
Entomology	126.01	115.70	108.9%
Food Microbiology & Toxicology	123.14	150.78	81.7%
Food Science	193.59	209.07	92.6%
Genetics	121.00	121.88	99.3%
Horticulture	214.00	186.97	114.5%
Nutritional Sciences	184.23	175.33	105.1%
Plant Pathology	116.36	105.21	110.6%
Forest Ecology & Management	117.00	144.93	80.7%
Natural Resources - Wildlife Ecology	121.50	137.25	88.5%
Pharmacy	152.33	172.06	88.5%
School of Pharmacy	152.33	172.06	88.5%
VetMed	121.80	122.09	99.8%
Animal Health & Biomedical Sciences	183.00	172.50	106.1%
Medical Sciences	115.00	115.00	100.0%
Pathobiological Sciences	115.00	114.50	100.4%
Comparative Biosciences	115.00	111.89	102.8%
Surgical Sciences	115.00	115.00	100.0%

SOURCE: Data provided by CALS, Engineering, VetMed, Pharmacy.

NOTE:

Not all schools/colleges provided data in the same format. L&S provided only total space data; CALS provided only office space data; MedSch provided no data.

Prepared by : Jennifer Sheridan, WISELI

March, 2004

Table 11b. Mean Lab Space Square Footage, by Gender, 2003

Division/Department	Mean Sq. Ft., Women	Mean Sq. Ft., Men	Women's Mean as % of Men's
Physical Sciences	530.60	1087.45	48.8%
Engineering	530.60	1087.45	48.8%
Chemical & Biological Engineering	1183.00	1536.81	77.0%
Civil & Environmental Engineering	187.00	782.37	23.9%
Electrical & Computer Engineering	606.00	1035.08	58.5%
Biomedical Engineering	515.29	1202.47	42.9%
Industrial Engineering	254.50	165.75	153.5%
Mechanical Engineering	497.67	710.47	70.0%
Materials Science & Engineering	796.50	1551.01	51.4%
Engineering Physics	773.00	1176.54	65.7%
Biological Sciences	673.19	902.38	74.6%
Pharmacy	950.50	1323.41	71.8%
School of Pharmacy	950.50	1323.41	71.8%
VetMed	590.00	730.14	80.8%
Animal Health & Biomedical Sciences	1050.00	1260.83	83.3%
Medical Sciences	200.00	468.00	42.7%
Pathobiological Sciences	900.00	785.50	114.6%
Comparative Biosciences	712.50	910.00	78.3%
Surgical Sciences	500.00	414.29	120.7%

SOURCE: Data provided by Engineering, VetMed, Pharmacy.

NOTE:

Not all schools/colleges provided data in the same format. L&S provided only total space data; CALS provided only office space data; MedSch provided no data.

Prepared by : Jennifer Sheridan, WISELI

March, 2004

Table 11c. Mean TOTAL Space Square Footage, by Gender, 2003

Division/Department	Mean Sq. Ft., Women	Mean Sq. Ft., Men**	Women's Mean as % of Men's
Physical Sciences	585.46	621.48	94.2%
CALS	184.33	164.03	112.4%
Biological Systems Engineering	161.00	155.75	103.4%
Soil Science	196.00	169.88	115.4%
Engineering	614.38	691.38	88.9%
Chemical & Biological Engineering	1309.00	1415.53	92.5%
Civil & Environmental Engineering	268.00	352.75	76.0%
Electrical & Computer Engineering	746.50	678.45	110.0%
Biomedical Engineering	636.53	729.72	87.2%
Industrial Engineering	350.67	270.60	129.6%
Mechanical Engineering	728.08	486.23	149.7%
Materials Science & Engineering	944.00	1265.32	74.6%
Engineering Physics	886.00	683.49	129.6%
L&S	678.31	633.48	107.1%
Astronomy	176.67	216.00	81.8%
Chemistry	2386.86	916.00	260.6%
Computer Sciences	144.33	311.00	46.4%
Geology & Geophysics	632.67	1169.00	54.1%
Mathematics	145.43	228.00	63.8%
Atmospheric & Oceanic Sciences	N/A	942.00	N/A
Physics	218.00	988.00	22.1%
Statistics	140.00	236.00	59.3%
Biological Sciences	359.70	450.28	79.9%
CALS	153.66	159.56	96.3%
Agronomy	165.30	195.06	84.7%
Animal Science	N/A	174.96	N/A
Bacteriology	180.00	184.07	97.8%
Biochemistry	148.62	173.83	85.5%
Dairy Science	147.00	125.45	117.2%
Entomology	126.01	115.70	108.9%
Food Microbiology & Toxicology	123.14	150.78	81.7%
Food Science	193.59	209.07	92.6%
Genetics	121.00	121.88	99.3%
Horticulture	214.00	186.97	114.5%
Nutritional Sciences	184.23	175.33	105.1%
Plant Pathology	116.36	105.21	110.6%
Forest Ecology & Management	117.00	144.93	80.7%
Natural Resources - Wildlife Ecology	121.50	137.25	88.5%
L&S	517.56	891.38	58.1%
Botany	890.00	1055.00	84.4%
Communicative Disorders	314.75	306.00	102.9%
Zoology	487.60	843.00	57.8%
Pharmacy	1102.83	1495.46	73.7%
School of Pharmacy	1102.83	1495.46	73.7%
VetMed	711.80	852.23	83.5%
Animal Health & Biomedical Sciences	1233.00	1433.33	86.0%
Medical Sciences	315.00	583.00	54.0%
Pathobiological Sciences	1015.00	900.00	112.8%
Comparative Biosciences	827.50	1021.89	81.0%
Surgical Sciences	615.00	529.29	116.2%

SOURCE: Data provided by CALS, Engineering, L&S, VetMed, Pharmacy.

NOTE:

Not all schools/colleges provided data in the same format. L&S provided only total space data; CALS provided only office space data; MedSch provided no data.

** For L&S only, the mean for "Men" is actually an average for all faculty (men and women) in the dept.

Prepared by : Jennifer Sheridan, WISELI

March, 2004

Table 12a. Offers Made, 2000-2003

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	29	93	23.8%	17	58.6%	56	60.2%
College of Engineering	13	43	23.2%	9	69.2%	29	67.4%
Letters & Sciences	12	46	20.7%	4	33.3%	23	50.0%
College of Agricultural & Life Sciences	4	4	50.0%	4	100.0%	4	100.0%
Biological Sciences	57	102	35.8%	50	87.7%	87	85.3%
Letters & Sciences	10	4	71.4%	9	90.0%	4	100.0%
School of Veterinary Medicine	2	5	28.6%	2	100.0%	5	100.0%
School of Pharmacy	1	1	50.0%	1	100.0%	1	100.0%
Medical School*	34	69	33.0%	28	82.4%	54	78.3%
College of Agricultural & Life Sciences	10	23	30.3%	10	100.0%	23	100.0%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences							
College of Engineering	2	8	20.0%	0	0.0%	7	87.5%
Letters & Sciences	6	15	28.6%	3	50.0%	9	60.0%
College of Agricultural & Life Sciences	0	0	N/A	0	N/A	0	N/A
Biological Sciences							
Letters & Sciences	2	1	66.7%	0	0.0%	1	100.0%
School of Veterinary Medicine	1	1	50.0%	0	0.0%	1	100.0%
School of Pharmacy	0	3	0.0%	0	N/A	3	100.0%
Medical School	6	32	15.8%	5	83.3%	21	65.6%
College of Agricultural & Life Sciences	1	3	25.0%	1	100.0%	2	66.7%

* One offer decision is pending.

** Associate Professor and Professor titles.

Table 12b. Base Salary (12 Month) Offers, 2000-2003

Division/School	Base Salary, Offers Made, Junior Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$93,333	\$65 - \$107	\$93,333	\$61 - \$173	100.0%	\$93,333	\$65 - \$105	\$88,000	\$62 - \$123	106.1%
College of Engineering	\$100,000	\$88 - \$105	\$96,000	\$85 - \$123	104.2%	\$96,000	\$88 - \$105	\$96,000	\$85 - \$123	100.0%
Letters & Sciences	\$78,333	\$69 - \$107	\$87,333	\$61 - \$173	89.7%	\$76,667	\$69 - \$100	\$80,000	\$72 - \$110	95.8%
College of Agricultural & Life Sciences	\$68,250	\$65 - \$70	\$68,000	\$62 - \$78	100.4%	\$68,250	\$65 - \$70	\$68,000	\$62 - \$78	100.4%
Biological Sciences	\$72,500	\$49 - \$104	\$70,000	\$40 - \$116	103.6%	\$73,000	\$49 - \$104	\$70,000	\$40 - \$116	104.3%
Letters & Sciences	\$76,000	\$67 - \$97	\$72,400	\$67 - \$80	105.0%	\$76,000	\$67 - \$97	\$72,400	\$67 - \$80	105.0%
School of Veterinary Medicine	**	**	**	**	N/A	**	**	**	**	**
School of Pharmacy	\$73,333	\$73	\$70,667	\$71	103.8%	\$73,333	\$73	\$70,667	\$71	103.8%
Medical School*	\$71,100	\$49 - \$85	\$70,000	\$40 - \$116	101.6%	\$72,500	\$49 - \$85	\$70,000	\$40 - \$116	103.6%
College of Agricultural & Life Sciences	\$71,000	\$62 - \$104	\$68,000	\$62 - \$108	104.4%	\$71,000	\$62 - \$104	\$68,000	\$62 - \$108	104.4%
Division/School	Base Salary, Offers Made, Tenured Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$126,667	\$88 - \$147	\$126,667	\$97 - \$200	100.0%	\$132,000	\$96 - \$147	\$122,667	\$97 - \$160	107.6%
College of Engineering	\$130,000	\$127 - \$133	\$129,000	\$120 - \$153	100.8%	N/A	N/A	\$127,333	\$120 - \$153	N/A
Letters & Sciences	\$111,333	\$88 - \$147	\$122,667	\$97 - \$200	90.8%	\$132,000	\$96 - \$147'	\$113,333	\$97 - \$160	116.5%
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$120,000	\$90 - \$150	\$105,333	\$52 - \$168	113.9%	\$108,500	\$90 - \$135	\$105,333	\$52 - \$168	103.0%
Letters & Sciences	\$112,667	\$100 - \$125	\$105,333	\$105	107.0%	N/A	N/A	\$105,333	\$105	N/A
School of Veterinary Medicine	**	**	**	**	**	**	**	**	**	**
School of Pharmacy	N/A	N/A	\$100,000	\$97 - \$140	N/A	N/A	N/A	\$100,000	\$97 - \$140	N/A
Medical School***	\$123,000	\$90 - \$150	\$107,500	\$52 - \$160	114.4%	\$120,000	\$90 - \$135	\$105,000	\$52 - \$160	114.3%
College of Agricultural & Life Sciences	\$97,000	\$97	\$132,500	\$90 - \$168	73.2%	\$97,000	\$97	\$150,250	\$133 - \$168	64.6%

* One offer decision is pending.

** Data not provided.

*** Four faculty who rejected offers have missing data for Base Salary.

Table 12c. Total Startup Package* Offers, 2000-2003

Division/School	Total Startup, Offers Made, Junior Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$198,800	\$63 - \$818	\$185,592	\$14 - \$1286	107.1%	\$219,000	\$63 - \$536	\$176,200	\$27 - \$662	124.3%
College of Engineering	\$198,800	\$64 - \$536	\$199,888	\$27 - \$662	99.5%	\$199,720	\$68 - \$536	\$187,000	\$27 - \$662	106.8%
Letters & Sciences	\$162,950	\$75 - \$818	\$141,150	\$14 - \$1286	115.4%	\$246,550	\$133 - \$454	\$119,100	\$28 - \$584	207.0%
College of Agricultural & Life Sciences	\$235,000	\$63 - \$431	\$231,750	\$178 - \$446	101.4%	\$235,000	\$63 - \$431	\$231,750	\$178 - \$446	101.4%
Biological Sciences	\$222,000	\$3 - \$632	\$225,000	\$34 - \$1182	98.7%	\$221,250	\$3 - \$540	\$225,000	\$34 - \$1182	98.3%
Letters & Sciences	\$168,000	\$81 - \$324	\$213,700	\$191 - \$485	78.6%	\$171,500	\$81 - \$324	\$213,700	\$191 - \$485	80.3%
School of Veterinary Medicine	\$309,278	\$288 - \$331	\$255,000	\$201 - \$330	121.3%	\$309,278	\$288 - \$331	\$255,000	\$201 - \$330	121.3%
School of Pharmacy	\$539,900	\$540	\$314,403	\$314	171.7%	\$539,900	\$540	\$314,403	\$314	171.7%
Medical School**	\$223,500	\$3 - \$632	\$230,000	\$34 - \$430	97.2%	\$211,500	\$3 - \$500	\$225,000	\$34 - \$430	94.0%
College of Agricultural & Life Sciences	\$242,000	\$173 - \$450	\$219,500	\$60 - \$1182	110.3%	\$232,000	\$173 - \$450	\$219,500	\$60 - \$1182	105.7%
Division/School	Total Startup, Offers Made, Tenured Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$211,075	\$76 - \$711	\$130,468	\$5 - \$734	161.8%	\$230,250	\$192 - \$286	\$121,234	\$5 - \$734	189.9%
College of Engineering	\$191,579	\$76 - \$307	\$150,000	\$69 - \$734	127.7%	N/A	N/A	\$154,000	\$69 - \$734	N/A
Letters & Sciences	\$211,075	\$94 - \$711	\$73,200	\$5 - \$625	288.4%	\$230,250	\$192 - \$286	\$49,500	\$5 - \$160	465.2%
College of Agricultural & Life Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biological Sciences	\$183,000	\$54 - \$504	\$310,500	\$40 - \$1403	58.9%	\$243,000	\$54 - \$504	\$297,000	\$40 - \$1403	81.8%
Letters & Sciences	\$123,000	\$106 - \$141	\$294,000	\$294	41.8%	N/A	N/A	\$294,000	\$294	N/A
School of Veterinary Medicine	\$320,000	\$320	\$262,400	\$262	122.0%	N/A	N/A	\$262,400	\$262	N/A
School of Pharmacy	N/A	N/A	\$676,009	\$517 - 810	N/A	N/A	N/A	\$676,009	\$517 - 810	N/A
Medical School*	\$183,000	\$54 - \$425	\$292,500	\$40 - \$600	62.6%	\$186,000	\$54 - \$425	\$270,000	\$40 - \$500	68.9%
College of Agricultural & Life Sciences	\$504,000	\$504	\$450,000	\$400 - \$1403	112.0%	\$504,000	\$504	\$926,500	\$450 - \$1403	54.4%

* Total Startup Package does not include Base Salary.

** One offer decision is pending.