

**Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2018**

<b>Division/Department</b>	<b>Women</b>	<b>Men</b>	<b>% Women</b>
<b>Physical Sciences</b>	<b>76.30</b>	<b>360.50</b>	<b>17.5%</b>
Biological Systems Engineering	2.00	12.25	14.0%
Soil Science	2.00	11.00	15.4%
Biomedical Engineering	6.20	7.90	44.0%
Chemical & Biological Engineering	2.00	16.00	11.1%
Civil & Environmental Engineering	7.50	20.75	26.5%
Electrical & Computer Engineering	8.00	34.75	18.7%
Engineering Physics	3.25	15.25	17.6%
Engineering Professional Development	0.00	4.00	0.0%
Industrial & Systems Engineering	6.00	14.00	30.0%
Materials Science & Engineering	3.00	11.00	21.4%
Mechanical Engineering	2.00	28.00	6.7%
Astronomy	4.75	5.00	48.7%
Atmospheric & Oceanic Sciences	1.00	9.00	10.0%
Chemistry	5.00	32.00	13.5%
Computer Sciences	2.00	35.00	5.4%
Geoscience	2.00	17.00	10.5%
Mathematics	9.85	35.60	21.7%
Physics	6.25	37.00	14.5%
Statistics	3.50	15.00	18.9%
<b>Biological Sciences</b>	<b>267.60</b>	<b>518.40</b>	<b>34.0%</b>
Forest & Wildlife Ecology	3.00	16.50	15.4%
Agronomy	4.00	12.25	24.6%
Animal Science	0.00	12.00	0.0%
Bacteriology	4.60	13.75	25.1%
Biochemistry	10.00	23.00	30.3%
Dairy Science	3.00	8.00	27.3%
Entomology	2.50	7.00	26.3%
Food Science	2.00	9.00	18.2%
Genetics	3.00	6.50	31.6%
Horticulture	5.00	6.50	43.5%
Nutritional Sciences	5.00	7.50	40.0%
Plant Pathology	7.00	6.50	51.9%
Kinesiology	12.00	6.00	66.7%
Botany	7.50	9.50	44.1%
Communicative Disorders	10.00	2.00	83.3%
Integrative Biology	8.00	11.00	42.1%
Nelson Institute for Environmental Studies	6.75	3.50	65.9%
School of Pharmacy	10.50	20.00	34.4%

Anesthesiology	0.00	7.00	0.0%
Biomolecular Chemistry	5.80	7.75	42.8%
Biostatistics & Medical Informatics	4.75	15.25	23.8%
Cell & Regenerative Biology	8.00	10.00	44.4%
Dermatology	0.00	6.00	0.0%
Emergency Medicine	1.00	4.00	20.0%
Family Medicine	2.00	5.80	25.6%
Genetics	1.00	5.50	15.4%
Human Oncology	1.00	8.60	10.4%
Medical History & Bioethics	4.50	4.50	50.0%
Medical Microbiology	4.60	8.00	36.5%
Medical Physics	1.80	16.00	10.1%
Medicine	31.50	52.50	37.5%
Neurological Surgery	0.00	7.00	0.0%
Neurology	8.00	5.50	59.3%
Neuroscience	7.00	17.00	29.2%
Obstetrics & Gynecology	5.75	8.00	41.8%
Oncology	6.50	12.50	34.2%
Ophthalmology & Visual Sciences	5.50	7.00	44.0%
Orthopedics & Rehabilitation	3.00	7.50	28.6%
Pathology & Laboratory Medicine	5.00	10.00	33.3%
Pediatrics	10.50	12.60	45.5%
Population Health Sciences	8.50	7.50	53.1%
Psychiatry	5.00	12.40	28.7%
Radiology	2.00	16.00	11.1%
Surgery	14.00	25.00	35.9%
Urology	0.00	4.00	0.0%
SMPH Admin	0.00	1.00	0.0%
Comparative Biosciences	7.00	10.00	41.2%
Medical Sciences	4.00	7.00	36.4%
Pathobiological Sciences	4.00	14.00	22.2%
Surgical Sciences	2.00	3.00	40.0%
<b>Social Sciences</b>	<b>250.50</b>	<b>299.60</b>	<b>45.5%</b>
School of Business	22.00	58.17	27.4%
Agricultural & Applied Economics	3.00	16.00	15.8%
Community & Environmental Sociology	3.40	5.00	40.5%
Life Sciences Communication	2.00	4.00	33.3%
Liberal Arts & Applied Studies	2.80	1.00	73.7%
Counseling Psychology	5.00	5.00	50.0%
Curriculum & Instruction	18.00	6.75	72.7%
Educational Policy Studies	8.00	3.00	72.7%
Educational Psychology	8.00	13.00	38.1%
Educational Leadership & Policy Analysis	6.00	8.00	42.9%
Rehabilitation Psychology & Special Education	7.00	5.00	58.3%
Afro-American Studies	6.50	2.25	74.3%

Anthropology	9.00	9.00	50.0%
Communication Arts	9.00	11.60	43.7%
Economics	5.00	28.83	14.8%
Geography	6.00	12.00	33.3%
School of Journalism & Mass Communication	7.00	8.50	45.2%
LaFollette School of Public Affairs	4.00	6.75	37.2%
Planning & Landscape Architecture	6.00	10.00	37.5%
Political Science	9.00	19.25	31.9%
Psychology	17.00	18.00	48.6%
Social Work	13.50	5.00	73.0%
Sociology	11.00	16.50	40.0%
The Information School	4.50	3.50	56.3%
Law School	12.50	12.50	50.0%
School of Nursing	18.00	1.00	94.7%
School of Human Ecology	27.25	10.00	73.2%
<b>Humanities</b>	<b>156.80</b>	<b>161.80</b>	<b>49.2%</b>
Art	12.75	15.75	44.7%
Dance	5.75	3.00	65.7%
Theatre & Drama	3.00	3.00	50.0%
African Cultural Studies	1.00	5.50	15.4%
Art History	7.00	4.75	59.6%
Asian Languages & Cultures	8.00	8.00	50.0%
Classical and Near Eastern Studies	2.00	8.00	20.0%
Comparative Literature	3.00	6.50	31.6%
Center for Jewish Studies	1.00	1.00	50.0%
English	23.20	15.50	59.9%
French & Italian	10.00	7.25	58.0%
Gender & Women's Studies	10.00	0.00	100.0%
German, Nordic, & Slavic	16.00	12.00	57.1%
History	26.60	22.50	54.2%
Language Sciences Program	1.00	3.00	25.0%
School of Music	10.50	21.00	33.3%
Philosophy	4.00	13.00	23.5%
Religious Studies Program	1.00	0.00	100.0%
Spanish & Portuguese	11.00	12.00	47.8%

SOURCE: October 2018 HRS Frozen slice

NOTES: Faculty are assigned to discipline based on tenure home departments using the the classification system developed for the Women in Science and Engineering Leadership Institute (WISELI). An individual tenured in more than one department is shown based on the tenure split. Thus, a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences and .5 FTE in Biological Sciences. Faculty with zero-dollar appointments and faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are excluded. Years are calculated based on current faculty appointment. (Some individuals 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 : Margaret Harrigan, Office of Academic Planning and Analysis

**Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2018**

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
<b>Physical Sciences</b>	<b>41.30</b>	<b>14.00</b>	<b>21.00</b>	<b>246.70</b>	<b>43.00</b>	<b>70.90</b>	<b>14.3%</b>	<b>24.6%</b>	<b>22.9%</b>
Biological Systems Engineering	1.00	1.00	0.00	10.25	1.00	1.00	8.9%	50.0%	0.0%
Soil Science	1.00	0.00	1.00	7.00	2.00	2.00	12.5%	0.0%	33.3%
Biomedical Engineering	3.20	2.00	1.00	4.90	0.00	3.00	39.5%	100.0%	25.0%
Chemical & Biological Engineering	2.00	0.00	0.00	13.00	2.00	1.00	13.3%	0.0%	0.0%
Civil & Environmental Engineering	1.50	2.00	4.00	12.75	2.00	6.00	10.5%	50.0%	40.0%
Electrical & Computer Engineering	3.00	1.00	4.00	22.50	1.00	11.25	11.8%	50.0%	26.2%
Engineering Physics	1.25	0.00	2.00	10.25	2.00	3.00	10.9%	0.0%	40.0%
Engineering Professional Development	0.00	0.00	0.00	2.00	2.00	0.00	0.0%	0.0%	N/A
Industrial & Systems Engineering	3.00	1.00	2.00	8.00	2.00	4.00	27.3%	33.3%	33.3%
Materials Science & Engineering	3.00	0.00	0.00	9.00	0.00	2.00	25.0%	N/A	0.0%
Mechanical Engineering	0.00	0.00	2.00	13.00	8.00	7.00	0.0%	0.0%	22.2%
Astronomy	2.75	2.00	0.00	4.00	1.00	0.00	40.7%	66.7%	N/A
Atmospheric & Oceanic Sciences	0.00	1.00	0.00	8.00	1.00	0.00	0.0%	50.0%	N/A
Chemistry	5.00	0.00	0.00	25.00	5.00	2.00	16.7%	0.0%	0.0%
Computer Sciences	2.00	0.00	0.00	22.00	3.00	10.00	8.3%	0.0%	0.0%
Geoscience	2.00	0.00	0.00	14.00	1.00	2.00	12.5%	0.0%	0.0%
Mathematics	2.85	4.00	3.00	23.00	6.00	6.60	11.0%	40.0%	31.3%
Physics	5.25	0.00	1.00	30.00	3.00	4.00	14.9%	0.0%	20.0%
Statistics	2.50	0.00	1.00	8.00	1.00	6.00	23.8%	0.0%	14.3%
<b>Biological Sciences</b>	<b>122.30</b>	<b>69.50</b>	<b>75.80</b>	<b>322.90</b>	<b>93.80</b>	<b>101.80</b>	<b>27.5%</b>	<b>42.6%</b>	<b>42.7%</b>
Forest & Wildlife Ecology	0.00	2.00	1.00	10.00	4.50	2.00	0.0%	30.8%	33.3%
Agronomy	2.00	1.00	1.00	9.25	1.00	2.00	17.8%	50.0%	33.3%
Animal Science	0.00	0.00	0.00	10.00	1.00	1.00	0.0%	0.0%	0.0%
Bacteriology	3.60	0.00	1.00	8.75	1.00	4.00	29.1%	0.0%	20.0%
Biochemistry	7.00	1.00	2.00	17.00	3.00	3.00	29.2%	25.0%	40.0%
Dairy Science	0.00	2.00	1.00	7.00	0.00	1.00	0.0%	100.0%	50.0%
Entomology	1.50	0.00	1.00	6.00	0.00	1.00	20.0%	N/A	50.0%
Food Science	1.00	0.00	1.00	6.00	0.00	3.00	14.3%	N/A	25.0%
Genetics	2.00	0.00	1.00	4.50	2.00	0.00	30.8%	0.0%	100.0%
Horticulture	1.00	1.00	3.00	5.50	0.00	1.00	15.4%	100.0%	75.0%
Nutritional Sciences	3.00	1.00	1.00	4.50	1.00	2.00	40.0%	50.0%	33.3%
Plant Pathology	3.00	2.00	2.00	2.50	1.00	3.00	54.5%	66.7%	40.0%
Kinesiology	4.00	1.00	7.00	3.00	3.00	0.00	57.1%	25.0%	100.0%
Botany	5.50	1.00	1.00	7.50	1.00	1.00	42.3%	50.0%	50.0%
Communicative Disorders	6.00	1.00	3.00	0.00	0.00	2.00	100.0%	100.0%	60.0%
Integrative Biology	5.00	2.00	1.00	7.00	2.00	2.00	41.7%	50.0%	33.3%
Nelson Institute for Environmental Studies	3.00	2.00	1.75	3.00	0.50	0.00	50.0%	80.0%	100.0%

School of Pharmacy	3.50	2.00	5.00	12.00	2.00	6.00	22.6%	50.0%	45.5%
Anesthesiology	0.00	0.00	0.00	3.00	2.00	2.00	0.0%	0.0%	0.0%
Biomolecular Chemistry	2.80	1.00	2.00	5.75	1.00	1.00	32.7%	50.0%	66.7%
Biostatistics & Medical Informatics	1.50	2.00	1.25	8.50	1.00	5.75	15.0%	66.7%	17.9%
Cell & Regenerative Biology	1.00	4.00	3.00	7.00	0.00	3.00	12.5%	100.0%	50.0%
Dermatology	0.00	0.00	0.00	5.00	0.00	1.00	0.0%	N/A	0.0%
Emergency Medicine	0.00	1.00	0.00	1.00	0.00	3.00	0.0%	100.0%	0.0%
Family Medicine	1.00	1.00	0.00	1.00	2.80	2.00	50.0%	26.3%	0.0%
Genetics	1.00	0.00	0.00	4.50	0.00	1.00	18.2%	N/A	0.0%
Human Oncology	0.00	1.00	0.00	4.60	2.00	2.00	0.0%	33.3%	0.0%
Medical History & Bioethics	2.00	0.50	2.00	1.50	3.00	0.00	57.1%	14.3%	100.0%
Medical Microbiology	3.60	0.00	1.00	5.00	2.00	1.00	41.9%	0.0%	50.0%
Medical Physics	1.80	0.00	0.00	10.00	3.00	3.00	15.3%	0.0%	0.0%
Medicine	5.50	18.00	8.00	28.50	17.00	7.00	16.2%	51.4%	53.3%
Neurological Surgery	0.00	0.00	0.00	5.00	1.00	1.00	0.0%	0.0%	0.0%
Neurology	2.00	2.00	4.00	3.50	1.00	1.00	36.4%	66.7%	80.0%
Neuroscience	6.00	0.00	1.00	10.00	5.00	2.00	37.5%	0.0%	33.3%
Obstetrics & Gynecology	2.00	2.00	1.75	6.00	0.00	2.00	25.0%	100.0%	46.7%
Oncology	5.50	1.00	0.00	10.50	1.00	1.00	34.4%	50.0%	0.0%
Ophthalmology & Visual Sciences	3.50	0.00	2.00	6.00	1.00	0.00	36.8%	0.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	1.00	3.50	3.00	1.00	22.2%	25.0%	50.0%
Pathology & Laboratory Medicine	3.00	2.00	0.00	7.00	2.00	1.00	30.0%	50.0%	0.0%
Pediatrics	6.50	3.00	1.00	5.60	3.00	4.00	53.7%	50.0%	20.0%
Population Health Sciences	4.50	2.00	2.00	4.50	3.00	0.00	50.0%	40.0%	100.0%
Psychiatry	4.00	1.00	0.00	4.40	4.00	4.00	47.6%	20.0%	0.0%
Radiology	1.00	0.00	1.00	7.00	4.00	5.00	12.5%	0.0%	16.7%
Surgery	6.00	3.00	5.00	14.00	3.00	8.00	30.0%	50.0%	38.5%
Urology	0.00	0.00	0.00	4.00	0.00	0.00	0.0%	N/A	N/A
SMPH Admin	0.00	0.00	0.00	1.00	0.00	0.00	0.0%	N/A	N/A
Comparative Biosciences	3.00	2.00	2.00	4.00	4.00	2.00	42.9%	33.3%	50.0%
Medical Sciences	1.00	1.00	2.00	5.00	1.00	1.00	16.7%	50.0%	66.7%
Pathobiological Sciences	1.00	1.00	2.00	10.00	1.00	3.00	9.1%	50.0%	40.0%
Surgical Sciences	1.00	1.00	0.00	3.00	0.00	0.00	25.0%	100.0%	N/A

<b>Social Sciences</b>	<b>117.30</b>	<b>61.00</b>	<b>72.20</b>	<b>179.60</b>	<b>68.00</b>	<b>52.00</b>	<b>39.5%</b>	<b>47.3%</b>	<b>58.1%</b>
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School of Business	6.00	7.00	9.00	28.17	17.00	13.00	17.6%	29.2%	40.9%
Agricultural & Applied Economics	1.00	1.00	1.00	11.00	4.00	1.00	8.3%	20.0%	50.0%
Community & Environmental Sociology	3.00	0.00	0.40	3.00	1.00	1.00	50.0%	0.0%	28.6%
Life Sciences Communication	2.00	0.00	0.00	1.00	1.00	2.00	66.7%	0.0%	0.0%
Liberal Arts & Applied Studies	1.80	0.00	1.00	0.00	0.00	1.00	100.0%	N/A	50.0%
Counseling Psychology	2.00	3.00	0.00	2.00	0.00	3.00	50.0%	100.0%	0.0%
Curriculum & Instruction	7.00	6.00	5.00	3.75	2.00	1.00	65.1%	75.0%	83.3%
Educational Policy Studies	3.00	2.00	3.00	2.00	0.00	1.00	60.0%	100.0%	75.0%
Educational Psychology	4.00	1.00	3.00	7.00	3.00	3.00	36.4%	25.0%	50.0%
Educational Leadership & Policy Analysis	4.00	2.00	0.00	6.00	1.00	1.00	40.0%	66.7%	0.0%
Rehabilitation Psychology & Special Education	1.00	3.00	3.00	2.00	3.00	0.00	33.3%	50.0%	100.0%
Afro-American Studies	3.00	1.00	2.50	2.25	0.00	0.00	57.1%	100.0%	100.0%

Anthropology	7.00	1.00	1.00	6.00	1.00	2.00	53.8%	50.0%	33.3%
Communication Arts	4.00	5.00	0.00	7.60	4.00	0.00	34.5%	55.6%	N/A
Economics	2.00	1.00	2.00	17.83	4.00	7.00	10.1%	20.0%	22.2%
Geography	1.00	3.00	2.00	6.00	4.00	2.00	14.3%	42.9%	50.0%
School of Journalism & Mass Communication	2.00	1.00	4.00	5.50	2.00	1.00	26.7%	33.3%	80.0%
LaFollette School of Public Affairs	1.00	0.00	3.00	4.75	1.00	1.00	17.4%	0.0%	75.0%
Planning & Landscape Architecture	3.00	1.00	2.00	6.00	3.00	1.00	33.3%	25.0%	66.7%
Political Science	5.00	3.00	1.00	14.25	5.00	0.00	26.0%	37.5%	100.0%
Psychology	13.00	2.00	2.00	12.00	3.00	3.00	52.0%	40.0%	40.0%
Social Work	5.50	2.00	6.00	4.00	0.00	1.00	57.9%	100.0%	85.7%
Sociology	8.00	2.00	1.00	13.50	2.00	1.00	37.2%	50.0%	50.0%
The Information School	3.50	1.00	0.00	0.50	1.00	2.00	87.5%	50.0%	0.0%
Law School	8.50	2.00	2.00	7.50	1.00	4.00	53.1%	66.7%	33.3%
School of Nursing	7.00	3.00	8.00	0.00	1.00	0.00	100.0%	75.0%	100.0%
School of Human Ecology	9.00	8.00	10.25	6.00	4.00	0.00	60.0%	66.7%	100.0%

**Humanities** **78.20** **44.50** **34.10** **104.50** **38.00** **19.30** **42.8%** **53.9%** **63.9%**

Art	5.00	3.00	4.75	12.00	2.00	1.75	29.4%	60.0%	73.1%
Dance	1.00	3.00	1.75	2.00	1.00	0.00	33.3%	75.0%	100.0%
Theatre & Drama	1.00	1.00	1.00	1.00	1.00	1.00	50.0%	50.0%	50.0%
African Cultural Studies	1.00	0.00	0.00	1.50	2.00	2.00	40.0%	0.0%	0.0%
Art History	5.00	0.00	2.00	3.75	1.00	0.00	57.1%	0.0%	100.0%
Asian Languages & Cultures	3.00	3.00	2.00	4.00	3.00	1.00	42.9%	50.0%	66.7%
Classical and Near Eastern Studies	1.00	1.00	0.00	5.00	2.00	1.00	16.7%	33.3%	0.0%
Comparative Literature	1.00	1.00	1.00	2.50	3.00	1.00	28.6%	25.0%	50.0%
Center for Jewish Studies	1.00	0.00	0.00	0.50	0.00	0.50	66.7%	N/A	0.0%
English	12.20	5.00	6.00	12.50	2.00	1.00	49.4%	71.4%	85.7%
French & Italian	4.00	5.00	1.00	6.25	0.00	1.00	39.0%	100.0%	50.0%
Gender & Women's Studies	2.00	4.50	3.50	0.00	0.00	0.00	100.0%	100.0%	100.0%
German, Nordic, & Slavic	10.00	3.00	3.00	5.00	2.00	5.00	66.7%	60.0%	37.5%
History	14.50	6.00	6.10	12.50	7.00	3.00	53.7%	46.2%	67.0%
Language Sciences Program	1.00	0.00	0.00	3.00	0.00	0.00	25.0%	N/A	N/A
School of Music	7.50	2.00	1.00	18.00	2.00	1.00	29.4%	50.0%	50.0%
Philosophy	1.00	2.00	1.00	9.00	4.00	0.00	10.0%	33.3%	100.0%
Religious Studies Program	0.00	1.00	0.00	0.00	0.00	0.00	N/A	100.0%	N/A
Spanish & Portuguese	7.00	4.00	0.00	6.00	6.00	0.00	53.8%	40.0%	N/A

SOURCE: October 2018 HRS Frozen slice

NOTES: Faculty are assigned to discipline based on tenure home departments using the the classification system developed for the Women in Science and Engineering Leadership Institute (WISELI). An individual tenured in more than one department is shown based on the tenure split. Thus, a person who is 50% statistics and 50% plant pathology is shown as .5 FTE in Physical Sciences and .5 FTE in Biological Sciences. Faculty with zero-dollar appointments and faculty who are paid wholly through an administrative appointment (such as dean or chancellor) are excluded. Years are calculated based on current faculty appointment. (Some individuals 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 : Margaret Harrigan, Office of Academic Planning and Analysis

Table 3a. Tenure Promotion Outcomes by Gender, 2018

**2014 - 2018**

<b>Division/Department</b>	<b>Women</b>			<b>Men</b>		
	<b>Reviewed</b>	<b>Achieved</b>	<b>%</b>	<b>Reviewed</b>	<b>Achieved</b>	<b>%</b>
Physical Sciences	14	14	100.0%	40	40	100.0%
Biological Sciences	35	35	1.0%	52	49	94.2%
Social Sciences	46	45	97.8%	38	37	97.4%
Humanities	34	33	97.1%	35	35	100.0%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2018

### Physical Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	17	0.0%	11.8%	88.2%	87	0.0%	24.1%	75.9%
1991-95	7	0.0%	57.1%	42.9%	35	0.0%	20.0%	80.0%
1995-99	10	0.0%	40.0%	60.0%	34	0.0%	11.8%	88.2%
1999-03	15	0.0%	20.0%	80.0%	75	0.0%	21.3%	78.7%
2003-07	20	0.0%	20.0%	80.0%	57	0.0%	14.0%	86.0%
2007-11	15	0.0%	26.7%	73.3%	54	0.0%	27.8%	72.2%
2011-15	14	28.6%	21.4%	50.0%	45	46.7%	8.9%	44.4%
2015-19	15	93.3%	0.0%	6.7%	46	89.1%	6.5%	4.3%

### Biological Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	27	0.0%	40.7%	59.3%	103	0.0%	32.0%	68.0%
1991-95	26	0.0%	26.9%	73.1%	82	0.0%	24.4%	75.6%
1995-99	22	0.0%	22.7%	77.3%	47	0.0%	25.5%	74.5%
1999-03	44	0.0%	22.7%	77.3%	84	0.0%	27.4%	72.6%
2003-07	31	0.0%	16.1%	83.9%	58	0.0%	22.4%	77.6%
2007-11	30	0.0%	13.3%	86.7%	61	3.3%	18.0%	78.7%
2011-15	45	55.6%	13.3%	31.1%	58	56.9%	15.5%	27.6%
2015-19	29	100.0%	0.0%	0.0%	53	94.3%	5.7%	0.0%

### Social Sciences

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	72	0.0%	51.4%	48.6%	83	0.0%	54.2%	45.8%
1991-95	48	0.0%	45.8%	54.2%	50	0.0%	42.0%	58.0%
1995-99	41	0.0%	58.5%	41.5%	54	0.0%	51.9%	48.1%
1999-03	51	0.0%	52.9%	47.1%	79	0.0%	35.4%	64.6%
2003-07	62	0.0%	30.6%	69.4%	46	0.0%	37.0%	63.0%
2007-11	49	0.0%	36.7%	63.3%	52	0.0%	30.8%	69.2%
2011-15	59	44.1%	18.6%	37.3%	62	43.5%	21.0%	35.5%
2015-19	37	89.2%	8.1%	2.7%	19	89.5%	5.3%	5.3%

### Humanities

Entering Cohort	Women				Men			
	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured	Total Hired	% Still Probation	% Left w/o Tenure	% Tenured
1987-91	44	0.0%	36.4%	63.6%	50	0.0%	36.0%	64.0%
1991-95	27	0.0%	22.2%	77.8%	25	0.0%	24.0%	76.0%
1995-99	23	0.0%	21.7%	78.3%	21	0.0%	14.3%	85.7%
1999-03	48	0.0%	12.5%	87.5%	43	0.0%	20.9%	79.1%
2003-07	26	0.0%	23.1%	76.9%	26	0.0%	23.1%	76.9%
2007-11	31	0.0%	32.3%	67.7%	22	4.5%	18.2%	77.3%
2011-15	54	44.4%	16.7%	38.9%	38	26.3%	15.8%	57.9%
2015-19	14	64.3%	14.3%	21.4%	9	88.9%	0.0%	11.1%

SOURCE: UW Madison Tenure file and HRS appointment information system

NOTE: Numbers in **BOLDFACE** are final; numbers in normal typeface are in flux and will change year-to-year as new faculty are hired, are tenured, and/or leave the UW without tenure.

NOTE: Probationary faculty only. Adjustments made for time on tenure clock outside UW; no adjustments for tenure clock extensions.

NOTE: 1987-91 cohort hired between June 1987 and May 1991; 1991-95 cohort hired between June 1991 and May 1995; 1995-99 cohort hired between June 1995 and May 1999; 1999-03 cohort hired between June 1999 and May 2003; 2003-07 cohort hired between June 2003 and May 2007; 2007-11 cohort hired between May 2007 and May 2011; 2011-15 cohort hired between May 2011 and May 2015; 2015-19 cohort hired between May 2015 and May 2019.

**Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2018**

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	9.0	16.0	6.5	2.0	14.0	19.0	9.0	2.0	64.3%	84.2%	72.2%	100.0%
Biological Sciences	9.0	17.0	8.0	3.0	15.0	19.0	10.0	3.0	60.0%	89.5%	80.0%	100.0%
Social Sciences	9.0	18.0	7.5	2.0	12.0	18.0	7.0	3.5	75.0%	100.0%	107.1%	57.1%
Humanities	13.0	19.0	8.0	1.0	17.0	21.0	7.5	3.0	76.5%	90.5%	33.3%	33.3%

SOURCE: October 2018 HRS Frozen slice

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

**Table 5b. Attrition by Gender, 2017-2018**

	Headcounts			%		
	Retired	Resigned	2017 Total Faculty	Retired	Resigned	Left UW
Total	62	53	2,132	2.9%	2.5%	5.4%
Women	16	25	746	2.1%	3.4%	5.5%
Men	46	28	1,386	3.3%	2.0%	5.3%
Physical Sciences						
Women	1	4	77	1.3%	5.2%	6.5%
Men	10	8	362	2.8%	2.2%	5.0%
Biological Sciences						
Women	4	6	255	1.6%	2.4%	3.9%
Men	22	11	550	4.0%	2.0%	6.0%
Social Sciences						
Women	7	7	257	2.7%	2.7%	5.4%
Men	9	9	310	2.9%	2.9%	5.8%
Humanities						
Women	4	8	157	2.5%	5.1%	7.6%
Men	5	0	164	3.0%	0.0%	3.0%

SOURCE: October 2017 and 2018 HRS Frozen slice

NOTES:

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 : Jennifer Sheridan, WISELI

**Table 7a. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2018**

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	43	253	<b>14.5%</b>	4	15	<b>21.1%</b>	9.3%	5.9%
Biological Sciences	120	316	<b>27.5%</b>	15	31	<b>32.6%</b>	12.5%	9.8%
Social Sciences	105	178	<b>37.1%</b>	12	21	<b>36.4%</b>	11.4%	11.8%
Humanities	78	107	<b>42.2%</b>	6	13	<b>31.6%</b>	7.7%	12.1%
Total	346	854	<b>28.8%</b>	37	80	<b>31.6%</b>	10.7%	9.4%

SOURCE: HRS appointment system frozen slice, October 2018.

NOTE: Total faculty is a non-duplicating headcount of full professors. Faculty members are assigned to a discipline based on their divisional committee affiliation. 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., 2 chairs in 2011) hold the rank of associate professor or emeritus professor. Only faculty in schools with departments are counted in the "Total Faculty" columns, because only those faculty can become chairs.

Prepared by: Jennifer Sheridan, WISELI.

**Table 7b. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2018**

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	43	253	<b>14.5%</b>	2	9	<b>18.2%</b>	4.7%	3.6%
Biological Sciences	126	334	<b>27.4%</b>	4	14	<b>22.2%</b>	3.2%	4.2%
Social Sciences	124	183	<b>40.4%</b>	13	8	<b>61.9%</b>	10.5%	4.4%
Humanities	79	109	<b>42.0%</b>	0	2	<b>0.0%</b>	0.0%	1.8%
Total	372	879	<b>29.7%</b>	19	33	<b>36.5%</b>	5.1%	3.8%

SOURCE: HRS Frozen Appointment Data view, October 2018.

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: Jennifer Sheridan, WISELI.

**Table 7c. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2018**

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	43	253	<b>14.5%</b>	0	2	<b>N/A</b>	0.0%	0.8%
Biological Sciences	126	334	<b>27.4%</b>	2	2	<b>50.0%</b>	1.6%	0.6%
Social Sciences	124	183	<b>40.4%</b>	2	1	<b>66.7%</b>	1.6%	0.5%
Humanities	79	109	<b>42.0%</b>	1	2	<b>33.3%</b>	1.3%	1.8%
Total	372	879	<b>29.7%</b>	5	7	<b>41.7%</b>	1.3%	0.8%

SOURCE: HRS Frozen Appointment Data view, October 2018.

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: Jennifer Sheridan, WISELI.

**Table 7d. Number and Percent of Women Scientists and Engineers in Administrative Positions, 2018**

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	43	253	<b>14.5%</b>	0	4	<b>0.0%</b>	0.0%	1.6%
Biological Sciences	126	334	<b>27.4%</b>	5	14	<b>26.3%</b>	4.0%	4.2%
Social Sciences	124	183	<b>40.4%</b>	8	8	<b>50.0%</b>	6.5%	4.4%
Humanities	79	109	<b>42.0%</b>	3	7	<b>30.0%</b>	3.8%	6.4%
Total	372	879	<b>29.7%</b>	16	33	<b>32.7%</b>	4.3%	3.8%

SOURCE: HRS appointment system frozen slice, October 2018.

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 associate or assistant academic program directors. Excludes academic program directors without faculty status, and directors of department-like units (e.g., Information School) where the head of the unit is a Director. These Directors are counted as "chairs" in Table 7a.

Prepared by: Jennifer Sheridan, WISELI.

**Table 8. Number of Women Science & Engineering Faculty in Endowed/Named Chairs Chairs, 2018**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
<b>Named Professorships</b>			
Vilas Research Professors	9	10	47.4%
Vilas Distinguished Achievement	41	61	40.2%
Hilldale Professors	3	4	42.9%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	27	41	39.7%
Steenbock Professors	0	9	0.0%
WARF Professorships	21	50	29.6%
Other named professorships	90	281	24.3%
Holds two named professorships	24	59	28.9%
New named professorships	18	38	32.1%
Number holding named professorships	169	394	30.0%
<b>Full Professors at UW-Madison</b>	<b>372</b>	<b>879</b>	<b>29.7%</b>
<b>Major Awards</b>			
Vilas Associate Award	14	12	53.8%
Hilldale Award	3	1	75.0%
H. I. Romnes Faculty Fellowship	8	6	57.1%
WARF Kellett Mid-Career Award	6	5	54.5%
<b>Tenured Professors at UW-Madison</b>	<b>562</b>	<b>1127</b>	<b>33.3%</b>

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2018.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2018; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2018.

Prepared by: Jennifer Sheridan, WISELI

**Table 9. Number and Percent of Women on Influential Committees, 2018**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Faculty Senate			
Physical Sciences	5	37	11.9%
Biological Sciences	25	52	32.5%
Social Sciences	21	35	37.5%
Arts & Humanities	15	23	39.5%
<b>Senators (total)</b>	<b>66</b>	<b>147</b>	<b>31.0%</b>
Physical Sciences	3	26	10.3%
Biological Sciences	18	46	28.1%
Social Sciences	19	22	46.3%
Arts & Humanities	8	12	40.0%
<b>Alternates (Total)</b>	<b>48</b>	<b>106</b>	<b>31.2%</b>
Athletic Board	12	13	48.0%
Campus Planning Committee	7	16	30.4%
Divisional Executive Committees*			
Physical Sciences	3	9	25.0%
Biological Sciences	3	9	25.0%
Social Sciences	6	6	50.0%
Arts & Humanities	3	7	30.0%
Faculty Compensation and Economic Benefits Commission*	6	4	60.0%
Faculty Rights and Responsibilities Committee*	5	5	50.0%
Library Committee*	16	6	72.7%
University Committee*	2	4	33.3%
University Academic Planning Council	11	6	64.7%
Graduate School Academic Planning Council	N/A	N/A	N/A
Graduate Faculty Executive Committee	11	8	57.9%
University Research Council	4	8	33.3%
<b>All Faculty</b>	<b>766</b>	<b>1374</b>	<b>35.8%</b>
<b>Physical Sciences</b>	<b>78</b>	<b>367</b>	<b>17.5%</b>
<b>Biological Sciences</b>	<b>273</b>	<b>535</b>	<b>33.8%</b>
<b>Social Sciences</b>	<b>260</b>	<b>309</b>	<b>45.7%</b>
<b>Arts &amp; Humanities</b>	<b>155</b>	<b>163</b>	<b>48.7%</b>

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 5/1/19/2017. Totals from HRS appointment system frozen slice October 2018.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2018. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

Prepared by: Jennifer Sheridan, WISELI

\* Members chosen by election of faculty.

**Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2018**

<b>Division/Department</b>	<b>Women, Median</b>	<b>Men, Median</b>	<b>Women's Median as % of Men's</b>
<b>Physical Sciences</b>	<b>\$121,040</b>	<b>\$132,166</b>	<b>91.6%</b>
Biological Systems Engineering	105,401	139,273	75.7%
Soil Science	98,093	105,570	92.9%
Biomedical Engineering	137,700	138,011	99.8%
Chemical & Biological Engineering	146,714	161,714	90.7%
Civil & Environmental Engineering	107,061	123,863	86.4%
Electrical & Computer Engineering	115,670	137,896	83.9%
Engineering Physics	105,315	146,783	71.7%
Engineering Professional Development	N/A	120,390	N/A
Industrial & Systems Engineering	149,629	139,981	106.9%
Materials Science & Engineering	148,515	135,383	109.7%
Mechanical Engineering	99,450	118,631	83.8%
Astronomy	122,400	128,520	95.2%
Atmospheric & Oceanic Sciences	98,431	137,802	71.4%
Chemistry	138,326	138,203	100.1%
Computer Sciences	169,212	164,832	102.7%
Geoscience	116,811	108,519	107.6%
Mathematics	104,040	117,300	88.7%
Physics	150,301	132,361	113.6%
Statistics	129,944	127,033	102.3%
<b>Biological Sciences</b>	<b>\$109,345</b>	<b>\$112,365</b>	<b>97.3%</b>
Forest & Wildlife Ecology	103,628	108,039	95.9%
Agronomy	104,016	116,209	89.5%
Animal Science	N/A	102,080	N/A
Bacteriology	122,148	111,017	110.0%
Biochemistry	123,363	135,434	91.1%
Dairy Science	109,945	123,105	89.3%
Entomology	137,133	107,483	127.6%
Food Science	95,680	111,683	85.7%
Genetics	110,910	117,389	94.5%
Horticulture	88,740	118,557	74.9%
Nutritional Sciences	116,912	120,175	97.3%
Plant Pathology	111,978	98,063	114.2%
Kinesiology	76,806	90,033	85.3%
Botany	119,529	132,987	89.9%
Communicative Disorders	113,589	86,700	131.0%
Integrative Biology	111,776	117,588	95.1%
Nelson Institute for Environmental Studies	103,442	118,924	87.0%
School of Pharmacy	96,545	123,253	78.3%
Anesthesiology	N/A	102,647	N/A
Biomolecular Chemistry	110,160	141,734	77.7%
Biostatistics & Medical Informatics	133,502	144,293	92.5%

Cell & Regenerative Biology	110,384	140,440	78.6%
Dermatology	N/A	148,108	N/A
Emergency Medicine	137,700	98,182	140.3%
Family Medicine	125,159	93,469	133.9%
Genetics	118,747	115,002	103.3%
Human Oncology	78,317	103,623	75.6%
Medical History & Bioethics	90,000	89,741	100.3%
Medical Microbiology	116,960	111,826	104.6%
Medical Physics	140,641	137,802	102.1%
Medicine	100,656	99,655	101.0%
Neurological Surgery	N/A	90,000	N/A
Neurology	88,995	127,209	70.0%
Neuroscience	143,471	122,210	117.4%
Obstetrics & Gynecology	83,455	114,797	72.7%
Oncology	136,212	146,045	93.3%
Ophthalmology & Visual Sciences	131,629	145,296	90.6%
Orthopedics & Rehabilitation	60,873	81,006	75.1%
Pathology & Laboratory Medicine	122,314	128,822	94.9%
Pediatrics	122,564	114,545	107.0%
Population Health Sciences	135,225	134,169	100.8%
Psychiatry	106,364	100,897	105.4%
Radiology	131,483	97,416	135.0%
Surgery	100,676	76,582	131.5%
Urology	N/A	133,872	N/A
SMPH Admin	N/A	161,009	N/A
Comparative Biosciences	108,198	102,184	105.9%
Medical Sciences	94,646	113,311	83.5%
Pathobiological Sciences	103,855	114,253	90.9%
Surgical Sciences	118,917	151,357	78.6%

<b>Social Sciences</b>	<b>\$113,109</b>	<b>\$142,851</b>	<b>79.2%</b>
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School of Business	203,949	225,000	90.6%
Agricultural & Applied Economics	133,824	140,631	95.2%
Community & Environmental Sociology	119,265	101,276	117.8%
Life Sciences Communication	127,573	85,697	148.9%
Liberal Arts & Applied Studies	90,462	71,854	125.9%
Counseling Psychology	97,650	78,662	124.1%
Curriculum & Instruction	94,646	111,414	84.9%
Educational Policy Studies	101,925	118,192	86.2%
Educational Psychology	97,444	114,082	85.4%
Educational Leadership & Policy Analysis	130,309	139,081	93.7%
Rehabilitation Psychology & Special Education	88,312	88,241	100.1%
Afro-American Studies	88,740	116,827	76.0%
Anthropology	123,382	118,658	104.0%
Communication Arts	108,120	126,574	85.4%
Economics	193,800	265,593	73.0%
Geography	91,155	107,550	84.8%
School of Journalism & Mass Communication	91,800	158,100	58.1%
LaFollette School of Public Affairs	107,100	156,060	68.6%
Planning & Landscape Architecture	90,011	99,959	90.0%
Political Science	153,000	140,250	109.1%

Psychology	147,637	152,170	97.0%
Social Work	98,940	192,111	51.5%
Sociology	150,262	138,828	108.2%
The Information School	98,287	77,425	126.9%
Law School	166,415	160,709	103.6%
School of Nursing	102,313	100,145	102.2%
School of Human Ecology	93,705	107,004	87.6%
<b>Humanities</b>	<b>\$89,383</b>	<b>\$95,257</b>	<b>93.8%</b>
Art	81,600	87,322	93.4%
Dance	67,510	79,648	84.8%
Theatre & Drama	65,035	88,754	73.3%
African Cultural Studies	122,745	76,500	160.5%
Art History	92,421	105,060	88.0%
Asian Languages & Cultures	87,450	96,730	90.4%
Classical and Near Eastern Studies	115,171	97,311	118.4%
Comparative Literature	95,370	82,620	115.4%
Center for Jewish Studies	97,194	83,337	116.6%
English	89,697	105,241	85.2%
French & Italian	83,142	105,364	78.9%
Gender & Women's Studies	91,034	N/A	N/A
German, Nordic, & Slavic	94,860	77,280	122.7%
History	105,223	111,264	94.6%
Language Sciences Program	97,537	116,936	83.4%
School of Music	82,110	87,698	93.6%
Philosophy	94,218	112,222	84.0%
Religious Studies Program	82,508	N/A	N/A
Spanish & Portuguese	88,007	84,762	103.8%

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SOURCE: October 2018 HRS 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 : Margaret Harrigan, Office of Academic Planning and Analysis

**Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2018**

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
<b>Physical Sciences</b>	<b>\$147,268</b>	<b>\$106,590</b>	<b>\$100,980</b>	<b>\$146,783</b>	<b>\$108,936</b>	<b>\$102,920</b>	<b>100.3%</b>	<b>97.8%</b>	<b>98.1%</b>
Biological Systems Engineering	118,866	91,937	N/A	139,273	165,213	81,492	85.3%	55.6%	N/A
Soil Science	107,445	N/A	88,740	110,309	105,048	89,286	97.4%	N/A	99.4%
Biomedical Engineering	141,962	122,696	99,471	169,102	N/A	99,123	84.0%	N/A	100.4%
Chemical & Biological Engineering	146,714	N/A	N/A	171,084	119,913	102,000	85.8%	N/A	N/A
Civil & Environmental Engineering	136,567	116,471	104,451	145,252	104,428	104,383	94.0%	111.5%	100.1%
Electrical & Computer Engineering	155,554	111,777	107,070	145,954	75,632	107,100	106.6%	147.8%	100.0%
Engineering Physics	163,000	N/A	101,158	171,534	114,450	102,255	95.0%	N/A	98.9%
Engineering Professional Development	N/A	N/A	N/A	135,233	120,390	N/A	N/A	N/A	N/A
Industrial & Systems Engineering	161,150	146,107	98,500	156,808	135,327	101,935	102.8%	108.0%	96.6%
Materials Science & Engineering	148,515	N/A	N/A	136,886	N/A	104,040	108.5%	N/A	N/A
Mechanical Engineering	N/A	N/A	99,450	151,334	110,755	102,920	N/A	N/A	96.6%
Astronomy	126,144	97,094	N/A	134,810	96,900	N/A	93.6%	100.2%	N/A
Atmospheric & Oceanic Sciences	N/A	98,431	N/A	139,817	137,700	N/A	N/A	71.5%	N/A
Chemistry	138,326	N/A	N/A	146,724	108,936	94,941	94.3%	N/A	N/A
Computer Sciences	169,212	N/A	N/A	176,879	137,971	116,994	95.7%	N/A	N/A
Geoscience	116,811	N/A	N/A	113,319	95,175	90,270	103.1%	N/A	N/A
Mathematics	151,980	104,515	96,900	127,970	106,590	96,390	118.8%	98.1%	100.5%
Physics	150,301	N/A	90,781	148,427	98,433	91,391	101.3%	N/A	99.3%
Statistics	130,249	N/A	115,000	152,662	113,562	111,050	85.3%	N/A	103.6%
<b>Biological Sciences</b>	<b>\$132,646</b>	<b>\$104,318</b>	<b>\$88,000</b>	<b>\$134,403</b>	<b>\$96,131</b>	<b>\$88,871</b>	<b>98.7%</b>	<b>108.5%</b>	<b>99.0%</b>
Forest & Wildlife Ecology	N/A	106,129	93,000	113,162	99,464	92,573	N/A	106.7%	100.5%
Agronomy	150,383	73,375	86,700	137,855	89,827	78,981	109.1%	81.7%	109.8%
Animal Science	N/A	N/A	N/A	104,569	90,318	86,700	N/A	N/A	N/A
Bacteriology	122,148	N/A	99,960	134,350	101,821	88,005	90.9%	N/A	113.6%
Biochemistry	125,809	116,688	95,921	143,959	105,557	95,881	87.4%	110.5%	100.0%
Dairy Science	N/A	113,139	88,000	123,850	N/A	89,760	N/A	N/A	98.0%
Entomology	137,133	N/A	91,800	108,301	N/A	87,567	126.6%	N/A	104.8%
Food Science	102,620	N/A	88,740	126,864	N/A	91,565	80.9%	N/A	96.9%
Genetics	112,098	N/A	95,779	117,767	106,445	N/A	95.2%	N/A	N/A
Horticulture	116,493	75,159	88,740	118,557	N/A	95,158	98.3%	N/A	93.3%
Nutritional Sciences	119,951	101,147	104,318	125,182	99,515	89,250	95.8%	101.6%	116.9%
Plant Pathology	153,000	112,948	95,867	143,070	98,063	92,535	106.9%	115.2%	103.6%
Kinesiology	100,040	75,218	74,970	113,608	73,871	N/A	88.1%	101.8%	N/A
Botany	120,119	83,743	86,537	137,648	89,685	78,795	87.3%	93.4%	109.8%
Communicative Disorders	180,931	102,000	85,841	N/A	N/A	86,700	N/A	N/A	99.0%
Integrative Biology	117,398	96,025	87,720	130,866	91,878	89,326	89.7%	104.5%	98.2%

Nelson Institute for Environmental Studies	143,915	92,403	79,560	118,924	93,840	N/A	121.0%	98.5%	N/A
School of Pharmacy	168,846	102,367	88,220	140,192	95,961	84,775	120.4%	106.7%	104.1%
Anesthesiology	N/A	N/A	N/A	153,691	96,045	96,554	N/A	N/A	N/A
Biomolecular Chemistry	121,978	110,160	94,304	150,481	135,038	98,476	81.1%	81.6%	95.8%
Biostatistics & Medical Informatics	163,184	127,322	100,145	179,334	134,627	95,973	91.0%	94.6%	104.3%
Cell & Regenerative Biology	124,675	110,384	104,318	160,978	N/A	91,800	77.4%	N/A	113.6%
Dermatology	N/A	N/A	N/A	150,920	N/A	75,109	N/A	N/A	N/A
Emergency Medicine	N/A	137,700	N/A	155,127	N/A	98,182	N/A	N/A	N/A
Family Medicine	146,000	104,318	N/A	153,000	92,477	89,300	95.4%	112.8%	N/A
Genetics	118,747	N/A	N/A	117,389	N/A	86,362	101.2%	N/A	N/A
Human Oncology	N/A	78,317	N/A	167,843	105,317	73,023	N/A	74.4%	N/A
Medical History & Bioethics	157,798	87,627	87,545	116,484	86,998	N/A	135.5%	100.7%	N/A
Medical Microbiology	116,960	N/A	90,131	117,406	111,826	92,617	99.6%	N/A	97.3%
Medical Physics	140,641	N/A	N/A	149,038	104,560	108,157	94.4%	N/A	N/A
Medicine	147,339	105,713	83,872	134,403	87,467	78,030	109.6%	120.9%	107.5%
Neurological Surgery	N/A	N/A	N/A	94,282	82,444	90,000	N/A	N/A	N/A
Neurology	148,623	82,863	82,411	130,190	82,021	45,900	114.2%	101.0%	179.5%
Neuroscience	146,578	N/A	87,627	136,853	93,685	92,986	107.1%	N/A	94.2%
Obstetrics & Gynecology	125,895	78,026	83,455	132,401	N/A	75,573	95.1%	N/A	110.4%
Oncology	136,212	103,347	N/A	147,586	86,816	94,091	92.3%	119.0%	N/A
Ophthalmology & Visual Sciences	153,237	N/A	95,073	144,294	179,593	N/A	106.2%	N/A	N/A
Orthopedics & Rehabilitation	60,873	62,346	40,119	131,852	50,452	81,006	46.2%	123.6%	49.5%
Pathology & Laboratory Medicine	132,646	118,824	N/A	161,750	92,977	85,909	82.0%	127.8%	N/A
Pediatrics	145,724	109,091	67,431	151,887	100,046	99,000	95.9%	109.0%	68.1%
Population Health Sciences	157,982	101,323	92,945	160,233	95,285	N/A	98.6%	106.3%	N/A
Psychiatry	110,411	83,089	N/A	156,206	101,840	66,764	70.7%	81.6%	N/A
Radiology	179,511	N/A	83,455	122,727	109,305	43,503	146.3%	N/A	191.8%
Surgery	135,258	103,170	40,119	93,557	57,296	48,570	144.6%	180.1%	82.6%
Urology	N/A	N/A	N/A	133,872	N/A	N/A	N/A	N/A	N/A
SMPH Admin	N/A	N/A	N/A	161,009	N/A	N/A	N/A	N/A	N/A
Comparative Biosciences	123,639	106,626	97,666	121,480	100,238	100,551	101.8%	106.4%	97.1%
Medical Sciences	143,182	98,756	90,307	128,975	87,221	94,091	111.0%	113.2%	96.0%
Pathobiological Sciences	141,182	112,710	90,896	127,896	106,566	98,431	110.4%	105.8%	92.3%
Surgical Sciences	129,342	108,491	N/A	151,357	N/A	N/A	85.5%	N/A	N/A

<b>Social Sciences</b>	<b>\$131,011</b>	<b>\$98,142</b>	<b>\$89,000</b>	<b>\$163,880</b>	<b>\$113,475</b>	<b>\$102,510</b>	<b>79.9%</b>	<b>86.5%</b>	<b>86.8%</b>
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School of Business	272,850	207,060	167,280	280,500	214,201	177,480	97.3%	96.7%	94.3%
Agricultural & Applied Economics	162,690	133,824	108,000	155,581	138,695	124,440	104.6%	96.5%	86.8%
Community & Environmental Sociology	119,265	N/A	91,452	113,429	95,636	90,066	105.1%	N/A	101.5%
Life Sciences Communication	127,573	N/A	N/A	204,000	86,394	83,300	62.5%	N/A	N/A
Liberal Arts & Applied Studies	123,300	N/A	63,217	N/A	N/A	71,854	N/A	N/A	88.0%
Counseling Psychology	102,608	94,197	N/A	115,228	N/A	75,000	89.0%	N/A	N/A
Curriculum & Instruction	114,745	92,742	79,560	141,109	89,237	81,600	81.3%	103.9%	97.5%
Educational Policy Studies	129,647	104,438	75,990	136,616	N/A	75,481	94.9%	N/A	100.7%
Educational Psychology	105,617	99,713	87,000	125,878	89,265	87,720	83.9%	111.7%	99.2%
Educational Leadership & Policy Analysis	149,532	102,000	N/A	150,950	114,750	70,693	99.1%	88.9%	N/A
Rehabilitation Psychology & Special Education	143,706	89,463	77,520	131,536	88,231	N/A	109.3%	101.4%	N/A

Afro-American Studies	95,499	88,740	76,500	116,827	N/A	N/A	81.7%	N/A	N/A
Anthropology	126,177	85,681	71,400	121,552	85,681	75,464	103.8%	100.0%	94.6%
Communication Arts	116,246	97,350	N/A	131,285	97,122	N/A	88.5%	100.2%	N/A
Economics	260,100	193,800	135,340	306,000	216,044	147,900	85.0%	89.7%	91.5%
Geography	136,317	94,070	85,244	123,504	88,679	79,549	110.4%	106.1%	107.2%
School of Journalism & Mass Communication	118,836	98,346	84,091	162,180	90,698	81,600	73.3%	108.4%	103.1%
LaFollette School of Public Affairs	242,649	N/A	107,100	174,420	89,947	112,200	139.1%	N/A	95.5%
Planning & Landscape Architecture	108,491	95,717	79,050	104,806	85,852	76,500	103.5%	111.5%	103.3%
Political Science	186,088	142,800	90,877	156,060	130,560	N/A	119.2%	109.4%	N/A
Psychology	163,880	109,810	89,528	168,892	97,891	87,567	97.0%	112.2%	102.2%
Social Work	145,444	97,812	90,780	198,056	N/A	80,581	73.4%	N/A	112.7%
Sociology	153,097	107,100	85,841	155,717	107,100	90,000	98.3%	100.0%	95.4%
The Information School	108,449	86,528	N/A	199,467	89,126	76,453	54.4%	97.1%	N/A
Law School	174,158	159,720	142,953	169,719	143,320	139,230	102.6%	111.4%	102.7%
School of Nursing	127,500	104,461	89,760	N/A	100,145	N/A	N/A	104.3%	N/A
School of Human Ecology	115,630	88,838	75,481	106,080	116,477	N/A	109.0%	76.3%	N/A

**Humanities** **\$102,150** **\$82,508** **\$74,256** **\$103,098** **\$83,511** **\$71,400** **99.1%** **98.8%** **104.0%**

Art	89,757	81,600	70,000	89,583	81,980	67,911	100.2%	99.5%	103.1%
Dance	93,923	67,510	56,100	85,706	71,643	N/A	109.6%	94.2%	N/A
Theatre & Drama	98,043	65,035	65,000	88,754	89,954	62,431	110.5%	72.3%	104.1%
African Cultural Studies	122,745	N/A	N/A	109,566	77,940	72,166	112.0%	N/A	N/A
Art History	95,766	N/A	66,938	105,060	72,463	N/A	91.2%	N/A	N/A
Asian Languages & Cultures	111,906	74,206	72,737	115,039	94,860	75,000	97.3%	78.2%	97.0%
Classical and Near Eastern Studies	148,920	81,422	N/A	101,325	86,951	65,552	147.0%	93.6%	N/A
Comparative Literature	102,150	95,370	74,256	101,303	62,525	74,819	100.8%	152.5%	99.2%
Center for Jewish Studies	97,194	N/A	N/A	105,284	N/A	61,390	92.3%	N/A	N/A
English	118,896	80,778	81,000	110,536	91,290	71,253	107.6%	88.5%	113.7%
French & Italian	98,127	78,581	63,471	107,554	N/A	64,903	91.2%	N/A	97.8%
Gender & Women's Studies	96,659	93,525	77,520	N/A	N/A	N/A	N/A	N/A	N/A
German, Nordic, & Slavic	107,090	79,756	71,400	100,781	70,105	72,000	106.3%	113.8%	99.2%
History	120,916	88,222	78,540	125,123	95,370	79,560	96.6%	92.5%	98.7%
Language Sciences Program	97,537	N/A	N/A	116,936	N/A	N/A	83.4%	N/A	N/A
School of Music	88,087	80,325	71,400	90,487	79,121	71,400	97.3%	101.5%	100.0%
Philosophy	101,907	94,265	79,254	170,407	89,674	N/A	59.8%	105.1%	N/A
Religious Studies Program	N/A	82,508	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Spanish & Portuguese	96,979	79,609	N/A	104,767	74,121	N/A	92.6%	107.4%	N/A

SOURCE: October 2018 HRS 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 : Margaret Harrigan, Office of Academic Planning and Analysis

**Table 12a. Offers Made, 2015-2018**

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
<b>Physical Sciences</b>	<b>45</b>	<b>103</b>	<b>30.4%</b>	<b>26</b>	<b>57.8%</b>	<b>59</b>	<b>57.3%</b>
College of Engineering	22	51	30.1%	14	63.6%	31	60.8%
Letters & Sciences	21	51	29.2%	10	47.6%	27	52.9%
College of Agricultural & Life Sciences	2	1	66.7%	2	36.4%	1	52.9%
<b>Biological Sciences</b>	<b>66</b>	<b>77</b>	<b>46.2%</b>	<b>40</b>	<b>60.6%</b>	<b>59</b>	<b>76.6%</b>
Letters & Sciences	4	3	57.1%	3	75.0%	3	100.0%
School of Veterinary Medicine	7	6	53.8%	4	57.1%	5	83.3%
School of Pharmacy	7	5	58.3%	3	42.9%	3	60.0%
Medical School	36	52	40.9%	22	61.1%	39	75.0%
College of Agricultural & Life Sciences	12	11	52.2%	8	66.7%	9	81.8%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
<b>Physical Sciences</b>	<b>2</b>	<b>14</b>	<b>12.5%</b>	<b>2</b>	<b>100.0%</b>	<b>6</b>	<b>42.9%</b>
College of Engineering	1	6	14.3%	1	100.0%	1	16.7%
Letters & Sciences	1	8	11.1%	1	100.0%	5	62.5%
College of Agricultural & Life Sciences	0	0	N/A	N/A	N/A	0	N/A
<b>Biological Sciences</b>	<b>13</b>	<b>18</b>	<b>41.9%</b>	<b>10</b>	<b>76.9%</b>	<b>13</b>	<b>72.2%</b>
Letters & Sciences	0	1	0.0%	N/A	N/A	1	100.0%
School of Veterinary Medicine	1	1	N/A	0	0.0%	1	100.0%
School of Pharmacy	0	3	0.0%	N/A	N/A	2	66.7%
Medical School	8	13	38.1%	6	75.0%	9	69.2%
College of Agricultural & Life Sciences	4	0	100.0%	4	100.0%	N/A	N/A

\*\* Associate Professor and Professor titles.

**Table 12b. Base Salary (12 Month) Offers, 2015-2018**

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)	
<b>Physical Sciences</b>	<b>\$126,667</b>	<b>\$109 - \$380</b>	<b>\$128,833</b>	<b>\$95 - \$173</b>	<b>98.3%</b>	<b>\$124,667</b>	<b>\$109 - \$380</b>	<b>\$128,167</b>	<b>\$95 - \$153</b>	<b>97.3%</b>
College of Engineering	\$127,334	\$119 - \$380	\$126,667	\$95 - \$155	100.5%	\$127,334	\$119 - \$380	\$126,667	\$95 - \$153	100.5%
Letters & Sciences	\$125,333	\$109 - \$163	\$140,556	\$112 - \$173	89.2%	\$120,000	\$109 - \$163	\$140,000	\$112 - \$153	85.7%
College of Agricultural & Life Sciences	\$114,667	\$112-\$117	\$113,333	\$113	101.2%	\$114,667	\$112-\$118	\$113,333	\$113	101.2%
<b>Biological Sciences</b>	<b>\$113,333</b>	<b>\$48 - \$250</b>	<b>\$110,000</b>	<b>\$48 - \$350</b>	<b>103.0%</b>	<b>\$113,333</b>	<b>\$48 - \$250</b>	<b>\$110,000</b>	<b>\$48 - \$350</b>	<b>103.0%</b>
Letters & Sciences	\$103,889	\$103 - \$113	\$100,000	\$98 - \$104	103.9%	\$103,889	\$103 - \$113	\$100,000	\$98 - \$104	103.9%
School of Veterinary Medicine	\$133,333	\$123 - \$214	\$116,111	\$112 - \$133	114.8%	\$126,667	\$123 - \$133	\$116,111	\$112 - \$133	109.1%
School of Pharmacy	\$116,500	\$101 - \$120	\$112,000	\$112 - \$117	104.0%	\$110,667	\$101 - \$118	\$112,000	\$112 - \$113	98.8%
Medical School	\$110,000	\$48 - \$250	\$110,000	\$48 - \$350	100.0%	\$110,000	\$48 - \$250	\$105,000	\$48 - \$350	104.8%
College of Agricultural & Life Sciences	\$114,111	\$85 - \$131	\$110,000	\$84 - \$119	103.7%	\$114,111	\$87 - \$131	\$107,556	\$84 - \$117	106.1%
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)	
<b>Physical Sciences</b>	<b>\$180,000</b>	<b>\$180</b>	<b>\$183,333</b>	<b>\$165 - \$474</b>	<b>98.2%</b>	<b>\$180,000</b>	<b>\$180</b>	<b>\$191,667</b>	<b>\$167 - \$474</b>	<b>93.9%</b>
College of Engineering	N/A	N/A	\$193,333	\$165 - \$251	N/A	N/A	N/A	\$250,908	\$251	N/A
Letters & Sciences	\$180,000	\$180	\$181,667	\$167 - \$474	99.1%	\$180,000	\$180	\$183,333	\$167 - \$474	98.2%
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
<b>Biological Sciences</b>	<b>\$146,667</b>	<b>\$52 - \$400</b>	<b>\$124,000</b>	<b>\$73 - \$320</b>	<b>118.3%</b>	<b>\$185,100</b>	<b>\$80 - \$400</b>	<b>\$118,000</b>	<b>\$73 - \$320</b>	<b>156.9%</b>
Letters & Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	\$91,667	\$92	\$118,000	\$118	77.7%	N/A	N/A	\$118,000	\$118	N/A
School of Pharmacy	N/A	N/A	\$122,500	\$115 - \$130	N/A	N/A	N/A	\$115,000	\$115	N/A
Medical School	\$125,000	\$52 - \$400	\$160,000	\$73 - \$320	78.1%	\$130,000	\$80 - \$400	\$130,000	\$73 - \$320	100.0%
College of Agricultural & Life Sciences	\$195,000	\$147 - \$311	N/A	N/A	N/A	\$195,000	\$147 - \$311	N/A	N/A	N/A

Table 12c. Total Startup Package\* Offers, 2015-2018

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)	
<b>Physical Sciences</b>	<b>\$429,684</b>	<b>\$50 - \$1667</b>	<b>\$389,000</b>	<b>\$56 - \$1970</b>	<b>110.5%</b>	<b>\$380,000</b>	<b>\$50 - \$900</b>	<b>\$389,925</b>	<b>\$56 - \$1970</b>	<b>97.5%</b>
College of Engineering	\$539,500	\$230 - \$1667	\$442,500	\$100 - \$1970	121.9%	\$479,500	\$230 - \$900	\$427,000	\$228 - \$1970	112.3%
Letters & Sciences	\$265,000	\$50 - \$1200	\$300,000	\$56 - \$1400	88.3%	\$200,000	\$50 - \$575	\$300,000	\$56 - \$1140	66.7%
College of Agricultural & Life Sciences	\$399,500	\$270 - \$529	\$548,905	\$549	72.8%	\$399,500	\$270 - \$529	\$548,905	\$549	72.8%
<b>Biological Sciences</b>	<b>\$495,000</b>	<b>\$10 - \$1551</b>	<b>\$450,000</b>	<b>\$140 - \$1500</b>	<b>110.0%</b>	<b>\$467,000</b>	<b>\$85 - \$1551</b>	<b>\$455,000</b>	<b>\$150 - \$1500</b>	<b>102.6%</b>
Letters & Sciences	\$360,000	\$250 - \$570	\$285,000	\$250 - \$326	126.3%	\$370,000	\$250 - \$570	\$285,000	\$250 - \$326	129.8%
School of Veterinary Medicine	\$650,000	\$576 - \$900	\$450,000	\$300 - \$750	144.4%	\$738,183	\$576 - \$900	\$450,000	\$300 - \$750	164.0%
School of Pharmacy	\$765,000	\$375 - \$1000	\$850,000	\$200 - \$1000	90.0%	\$750,000	\$375 - \$873	\$850,000	\$315 - \$899	88.2%
Medical School	\$484,000	\$75 - \$1500	\$450,000	\$140 - \$1500	107.6%	\$450,000	\$100 - \$1200	\$460,000	\$150 - \$1500	97.8%
College of Agricultural & Life Sciences	\$607,195	\$315 - \$1551	\$493,000	\$378 - \$1292	123.2%	\$487,377	\$315 - \$1551	\$577,333	\$406 - \$1292	84.4%
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)	
<b>Physical Sciences</b>	<b>\$600,000</b>	<b>\$600</b>	<b>\$903,500</b>	<b>\$265 - \$1543</b>	<b>66.4%</b>	<b>\$600,000</b>	<b>\$600</b>	<b>\$903,500</b>	<b>\$265 - \$1543</b>	<b>66.4%</b>
College of Engineering	N/A	N/A	\$1,107,000	\$568 - \$1525	N/A	N/A	N/A	\$1,107,000	\$1,107	N/A
Letters & Sciences	\$600,000	\$600	\$700,000	\$265 - \$1543	85.7%	\$600,000	\$600	\$700,000	\$265 - \$1543	85.7%
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
<b>Biological Sciences</b>	<b>\$600,000</b>	<b>\$60 - \$3143</b>	<b>\$600,000</b>	<b>\$178 - \$5258</b>	<b>100.0%</b>	<b>\$600,000</b>	<b>\$60 - \$3143</b>	<b>\$637,500</b>	<b>\$178 - \$5258</b>	<b>94.1%</b>
Letters & Sciences	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Veterinary Medicine	\$800,000	\$800	\$675,000	\$675	118.5%	N/A	N/A	\$675,000	\$675	N/A
School of Pharmacy	N/A	N/A	\$839,000	\$178 - \$1500	N/A	N/A	N/A	\$839,000	\$178 - \$1500	N/A
Medical School	\$491,350	\$60 - \$620	\$600,000	\$200 - \$5258	81.9%	\$600,000	\$60 - \$620	\$600,000	\$335 - \$5258	100.0%
College of Agricultural & Life Sciences	\$2,059,438	\$200 - \$3143	N/A	N/A	N/A	\$2,059,438	\$200 - \$3143	N/A	N/A	N/A

\* Total Startup Package does not include Base Salary.

**Table 13. New Hires, 2018**

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	2017-2018	
	Total Hires	Percent Women
<b>Junior Hires</b>		
Biological Sciences	30	53.3%
Physical Sciences	25	24.0%
<b>Senior Hires</b>		
Biological Sciences	12	66.7%
Physical Sciences	4	25.0%
<b>Total Hires, Biological Sciences</b>	42	57.1%
<b>Total Hires, Physical Sciences</b>	29	24.1%
<b>Total Hires, Junior</b>	55	40.0%
<b>Total Hires, Senior</b>	16	56.3%
<b>TOTAL HIRES</b>	<b>71</b>	<b>43.7%</b>

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NOTE: Faculty hired as Assistant Professors are Junior Hires;  
Associate and (Full) Professors are Senior Hires.

SOURCE: October 2017 and October 2018 HRS Frozen slice.