

**Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2019**

<b>Division/Department</b>	<b>Women</b>	<b>Men</b>	<b>% Women</b>
<b>Physical Sciences</b>	<b>79.70</b>	<b>374.15</b>	<b>17.6%</b>
Biological Systems Engineering	3.00	12.25	19.7%
Soil Science	2.00	10.00	16.7%
Biomedical Engineering	8.20	7.90	50.9%
Chemical & Biological Engineering	2.00	15.00	11.8%
Civil & Environmental Engineering	5.50	22.75	19.5%
Electrical & Computer Engineering	8.00	35.50	18.4%
Engineering Physics	3.25	17.25	15.9%
Engineering Professional Development	0.00	3.00	0.0%
Industrial & Systems Engineering	6.00	14.00	30.0%
Materials Science & Engineering	3.00	12.00	20.0%
Mechanical Engineering	2.00	30.00	6.3%
Astronomy	4.75	5.00	48.7%
Atmospheric & Oceanic Sciences	2.00	9.00	18.2%
Chemistry	6.00	36.00	14.3%
Computer Sciences	2.00	38.00	5.0%
Geoscience	3.00	16.00	15.8%
Mathematics	8.25	38.50	17.6%
Physics	6.25	38.00	14.1%
Statistics	4.50	14.00	24.3%
<b>Biological Sciences</b>	<b>280.05</b>	<b>505.95</b>	<b>35.6%</b>
Forest & Wildlife Ecology	3.50	14.50	19.4%
Agronomy	4.00	11.25	26.2%
Animal Science	0.00	11.00	0.0%
Bacteriology	3.60	11.75	23.5%
Biochemistry	11.00	24.00	31.4%
Dairy Science	3.00	8.00	27.3%
Entomology	4.50	5.00	47.4%
Food Science	2.00	7.00	22.2%
Genetics	4.00	7.50	34.8%
Horticulture	4.00	6.50	38.1%
Nutritional Sciences	5.00	7.50	40.0%
Plant Pathology	8.00	6.50	55.2%
Kinesiology	12.00	7.00	63.2%
Botany	7.50	8.50	46.9%
Communicative Disorders	10.00	2.00	83.3%
Integrative Biology	8.00	10.00	44.4%
Nelson Institute for Environmental Studies	8.25	3.50	70.2%
School of Pharmacy	9.00	22.00	29.0%
Anesthesiology	0.00	6.00	0.0%

Biomolecular Chemistry	4.80	7.75	38.2%
Biostatistics & Medical Informatics	3.75	16.25	18.8%
Cell & Regenerative Biology	9.00	9.00	50.0%
Dermatology	0.00	6.00	0.0%
Emergency Medicine	1.00	4.00	20.0%
Family Medicine	2.00	5.80	25.6%
Genetics	2.00	5.50	26.7%
Human Oncology	1.00	8.60	10.4%
Medical History & Bioethics	3.00	4.50	40.0%
Medical Microbiology	5.60	7.00	44.4%
Medical Physics	1.80	17.25	9.4%
Medicine	32.50	53.50	37.8%
Neurological Surgery	1.00	7.00	12.5%
Neurology	8.00	3.30	70.8%
Neuroscience	6.00	16.00	27.3%
Obstetrics & Gynecology	5.75	8.00	41.8%
Oncology	6.50	11.50	36.1%
Ophthalmology & Visual Sciences	6.50	6.00	52.0%
Orthopedics & Rehabilitation	3.00	7.25	29.3%
Pathology & Laboratory Medicine	5.00	9.00	35.7%
Pediatrics	11.50	14.35	44.5%
Population Health Sciences	10.00	6.50	60.6%
Psychiatry	6.00	12.40	32.6%
Radiology	3.00	17.00	15.0%
Surgery	14.00	26.00	35.0%
Urology	0.00	5.00	0.0%
SMPH Admin	0.00	1.00	0.0%
Comparative Biosciences	7.00	10.00	41.2%
Medical Sciences	4.00	6.00	40.0%
Pathobiological Sciences	6.00	12.00	33.3%
Surgical Sciences	3.00	3.00	50.0%

<b>Social Sciences</b>	<b>305.93</b>	<b>332.00</b>	<b>48.0%</b>
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Agricultural & Applied Economics	3.00	16.00	15.8%
Community & Environmental Sociology	3.40	5.00	40.5%
Life Sciences Communication	2.00	3.50	36.4%
Liberal Arts & Applied Studies	1.80	2.00	47.4%
School for Workers	1.00	4.00	
Counseling Psychology	4.00	5.00	44.4%
Curriculum & Instruction	17.00	9.75	63.6%
Educational Policy Studies	9.00	3.00	75.0%
Educational Psychology	8.00	12.00	40.0%
Educational Leadership & Policy Analysis	6.00	9.00	40.0%
Rehabilitation Psychology & Special Education	7.00	4.00	63.6%
Extension Faculty	49.73	32.00	
Afro-American Studies	6.00	2.25	72.7%
Anthropology	9.00	9.00	50.0%
Chicana/o Studies	0.75	0.00	
Communication Arts	9.00	9.50	48.6%
Economics	5.00	29.83	14.4%
Geography	6.50	13.00	33.3%

School of Journalism & Mass Communication	7.00	9.50	42.4%
LaFollette School of Public Affairs	5.50	5.75	48.9%
Planning & Landscape Architecture	6.00	10.00	37.5%
Political Science	10.00	19.25	34.2%
Psychology	17.00	16.00	51.5%
Social Work	14.00	4.00	77.8%
Sociology	10.50	15.50	40.4%
The Information School	4.00	3.50	53.3%
Law School	13.50	12.50	51.9%
School of Nursing	21.00	1.00	95.5%
School of Human Ecology	28.25	10.00	73.9%
School of Business	21.00	56.17	27.2%
<b>Humanities</b>	<b>157.55</b>	<b>159.75</b>	<b>49.7%</b>
Art	12.75	15.75	44.7%
Dance	5.75	3.00	65.7%
Theatre & Drama	2.00	4.00	33.3%
African Cultural Studies	2.00	6.50	23.5%
Art History	8.00	3.75	68.1%
Asian Languages & Cultures	8.50	8.00	51.5%
Classical and Near Eastern Studies	2.00	8.00	20.0%
Comparative Literature	1.00	2.50	28.6%
Center for Jewish Studies	1.00	0.50	66.7%
English	24.20	18.50	56.7%
French & Italian	10.00	7.25	58.0%
Gender & Women's Studies	10.50	1.00	91.3%
German, Nordic, & Slavic	15.00	11.50	56.6%
History	25.35	20.50	55.3%
Language Sciences Program	1.00	3.00	25.0%
School of Music	13.50	21.00	39.1%
Philosophy	3.00	14.00	17.6%
Religious Studies Program	2.00	0.00	100.0%
Spanish & Portuguese	10.00	11.00	47.6%

SOURCE: October 2019 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.)

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**Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2019**

Division/Department	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
<b>Physical Sciences</b>	<b>40.20</b>	<b>14.00</b>	<b>25.50</b>	<b>240.65</b>	<b>50.00</b>	<b>83.50</b>	<b>14.3%</b>	<b>21.9%</b>	<b>23.4%</b>
Biological Systems Engineering	1.00	1.00	1.00	9.25	1.00	2.00	9.8%	50.0%	33.3%
Soil Science	1.00	0.00	1.00	7.00	2.00	1.00	12.5%	0.0%	50.0%
Biomedical Engineering	3.20	2.00	3.00	3.90	2.00	2.00	45.1%	50.0%	60.0%
Chemical & Biological Engineering	2.00	0.00	0.00	12.00	2.00	1.00	14.3%	0.0%	0.0%
Civil & Environmental Engineering	1.50	1.00	3.00	12.75	4.00	6.00	10.5%	20.0%	33.3%
Electrical & Computer Engineering	3.00	1.00	4.00	21.00	5.00	9.50	12.5%	16.7%	29.6%
Engineering Physics	1.25	0.00	2.00	11.25	1.00	5.00	10.0%	0.0%	28.6%
Engineering Professional Development	0.00	0.00	0.00	2.00	1.00	0.00	0.0%	0.0%	N/A
Industrial & Systems Engineering	4.00	0.00	2.00	8.00	2.00	4.00	33.3%	0.0%	33.3%
Materials Science & Engineering	3.00	0.00	0.00	9.00	0.00	3.00	25.0%	N/A	0.0%
Mechanical Engineering	0.00	0.00	2.00	12.00	8.00	10.00	0.0%	0.0%	16.7%
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	1.00	8.00	1.00	0.00	0.0%	50.0%	100.0%
Chemistry	5.00	0.00	1.00	27.00	3.00	6.00	15.6%	0.0%	14.3%
Computer Sciences	2.00	0.00	0.00	22.00	3.00	13.00	8.3%	0.0%	0.0%
Geoscience	1.00	0.00	2.00	12.00	1.00	3.00	7.7%	0.0%	40.0%
Mathematics	1.75	5.00	1.50	22.50	6.00	10.00	7.2%	45.5%	13.0%
Physics	5.25	0.00	1.00	30.00	5.00	3.00	14.9%	0.0%	25.0%
Statistics	2.50	1.00	1.00	7.00	2.00	5.00	26.3%	33.3%	16.7%
<b>Biological Sciences</b>	<b>124.80</b>	<b>73.60</b>	<b>81.65</b>	<b>316.85</b>	<b>94.80</b>	<b>94.30</b>	<b>28.3%</b>	<b>43.7%</b>	<b>46.4%</b>
Forest & Wildlife Ecology	1.00	1.00	1.50	10.00	3.50	1.00	9.1%	22.2%	60.0%
Agronomy	2.00	1.00	1.00	9.25	0.00	2.00	17.8%	100.0%	33.3%
Animal Science	0.00	0.00	0.00	9.00	1.00	1.00	0.0%	0.0%	0.0%
Bacteriology	2.60	1.00	0.00	7.75	2.00	2.00	25.1%	33.3%	0.0%
Biochemistry	6.00	2.00	3.00	16.00	3.00	5.00	27.3%	40.0%	37.5%
Dairy Science	0.00	2.00	1.00	6.00	0.00	2.00	0.0%	100.0%	33.3%
Entomology	1.50	1.00	2.00	4.00	1.00	0.00	27.3%	50.0%	100.0%
Food Science	1.00	0.00	1.00	5.00	0.00	2.00	16.7%	N/A	33.3%
Genetics	2.00	1.00	1.00	4.50	2.00	1.00	30.8%	33.3%	50.0%
Horticulture	0.00	2.00	2.00	5.50	1.00	0.00	0.0%	66.7%	100.0%
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	3.00	2.50	3.00	1.00	54.5%	40.0%	75.0%
Kinesiology	3.00	1.00	8.00	3.00	4.00	0.00	50.0%	20.0%	100.0%
Botany	5.50	2.00	0.00	6.50	1.00	1.00	45.8%	66.7%	0.0%
Communicative Disorders	6.00	2.00	2.00	0.00	0.00	2.00	100.0%	100.0%	50.0%
Integrative Biology	6.00	1.00	1.00	8.00	1.00	1.00	42.9%	50.0%	50.0%
Nelson Institute for Environmental Studies	3.00	2.60	2.65	3.00	0.50	0.00	50.0%	83.9%	100.0%

School of Pharmacy	2.00	4.00	3.00	12.00	4.00	6.00	14.3%	50.0%	33.3%
Anesthesiology	0.00	0.00	0.00	3.00	1.00	2.00	0.0%	0.0%	0.0%
Biomolecular Chemistry	2.80	1.00	1.00	6.75	1.00	0.00	29.3%	50.0%	100.0%
Biostatistics & Medical Informatics	1.50	1.00	1.25	7.50	1.00	7.75	16.7%	50.0%	13.9%
Cell & Regenerative Biology	3.00	4.00	2.00	6.00	0.00	3.00	33.3%	100.0%	40.0%
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	2.00	0.00	0.00	4.50	0.00	1.00	30.8%	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	1.00	0.00	2.00	2.50	2.00	0.00	28.6%	0.0%	100.0%
Medical Microbiology	3.60	0.00	2.00	4.00	3.00	0.00	47.4%	0.0%	100.0%
Medical Physics	1.80	0.00	0.00	11.00	3.00	3.25	14.1%	0.0%	0.0%
Medicine	7.50	18.00	7.00	32.50	15.00	6.00	18.8%	54.5%	53.8%
Neurological Surgery	0.00	0.00	1.00	5.00	1.00	1.00	0.0%	0.0%	50.0%
Neurology	2.00	2.00	4.00	0.50	1.00	1.80	80.0%	66.7%	69.0%
Neuroscience	5.00	0.00	1.00	11.00	3.00	2.00	31.3%	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	9.50	1.00	1.00	36.7%	50.0%	0.0%
Ophthalmology & Visual Sciences	3.50	0.00	3.00	5.00	1.00	0.00	41.2%	0.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	1.00	3.50	2.00	1.75	22.2%	33.3%	36.4%
Pathology & Laboratory Medicine	3.00	2.00	0.00	7.00	1.00	1.00	30.0%	66.7%	0.0%
Pediatrics	7.50	2.00	2.00	6.60	3.00	4.75	53.2%	40.0%	29.6%
Population Health Sciences	3.50	3.00	3.50	3.50	3.00	0.00	50.0%	50.0%	100.0%
Psychiatry	4.00	1.00	1.00	4.40	5.00	3.00	47.6%	16.7%	25.0%
Radiology	1.00	0.00	2.00	8.00	4.00	5.00	11.1%	0.0%	28.6%
Surgery	8.00	2.00	4.00	15.00	6.00	5.00	34.8%	25.0%	44.4%
Urology	0.00	0.00	0.00	4.00	0.00	1.00	0.0%	N/A	0.0%
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	5.00	1.00	42.9%	28.6%	66.7%
Medical Sciences	1.00	1.00	2.00	5.00	0.00	1.00	16.7%	100.0%	66.7%
Pathobiological Sciences	2.00	0.00	4.00	9.00	0.00	3.00	18.2%	N/A	57.1%
Surgical Sciences	1.00	1.00	1.00	3.00	0.00	0.00	25.0%	100.0%	100.0%
<b>Social Sciences</b>	<b>134.93</b>	<b>95.50</b>	<b>75.50</b>	<b>196.00</b>	<b>87.00</b>	<b>49.00</b>	<b>40.8%</b>	<b>52.3%</b>	<b>60.6%</b>
Agricultural & Applied Economics	2.00	0.00	1.00	10.00	4.00	2.00	16.7%	0.0%	33.3%
Community & Environmental Sociology	2.00	0.40	1.00	3.00	1.00	1.00	40.0%	28.6%	50.0%
Life Sciences Communication	1.00	0.00	1.00	1.50	1.00	1.00	40.0%	0.0%	50.0%
Liberal Arts & Applied Studies	0.80	1.00	0.00	0.00	0.00	2.00	100.0%	100.0%	0.0%
School for Workers	0.00	1.00	0.00	3.00	1.00	0.00	0.0%	50.0%	N/A
Counseling Psychology	1.00	3.00	0.00	2.00	1.00	2.00	33.3%	75.0%	0.0%
Curriculum & Instruction	7.00	6.00	4.00	3.75	3.00	3.00	65.1%	66.7%	57.1%
Educational Policy Studies	3.00	2.00	4.00	2.00	0.00	1.00	60.0%	100.0%	80.0%
Educational Psychology	4.00	2.00	2.00	7.00	4.00	1.00	36.4%	33.3%	66.7%
Educational Leadership & Policy Analysis	5.00	0.00	1.00	6.00	1.00	2.00	45.5%	0.0%	33.3%
Rehabilitation Psychology & Special Education	1.00	5.00	1.00	2.00	2.00	0.00	33.3%	71.4%	100.0%
Extension Faculty	14.63	34.10	1.00	15.00	17.00	0.00	49.4%	66.7%	100.0%

Afro-American Studies	3.50	1.00	1.50	1.25	0.00	1.00	73.7%	100.0%	60.0%
Anthropology	7.00	1.00	1.00	6.00	2.00	1.00	53.8%	33.3%	50.0%
Chicana/o Studies	0.00	0.00	0.75	0.00	0.00	0.00	N/A	N/A	100.0%
Communication Arts	4.00	4.00	1.00	6.50	3.00	0.00	38.1%	57.1%	100.0%
Economics	3.00	0.00	2.00	17.83	6.00	6.00	14.4%	0.0%	25.0%
Geography	2.00	3.00	1.50	7.00	4.00	2.00	22.2%	42.9%	42.9%
School of Journalism & Mass Communication	3.00	2.00	2.00	6.50	1.00	2.00	31.6%	66.7%	50.0%
LaFollette School of Public Affairs	0.50	2.00	3.00	4.75	1.00	0.00	9.5%	66.7%	100.0%
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	2.00	15.25	3.00	1.00	24.7%	50.0%	66.7%
Psychology	15.00	0.00	2.00	11.00	2.00	3.00	57.7%	0.0%	40.0%
Social Work	6.00	1.00	7.00	3.00	0.00	1.00	66.7%	100.0%	87.5%
Sociology	6.00	2.00	2.50	11.50	3.00	1.00	34.3%	40.0%	71.4%
The Information School	3.00	1.00	0.00	0.50	1.00	2.00	85.7%	50.0%	0.0%
Law School	8.50	3.00	2.00	7.50	1.00	4.00	53.1%	75.0%	33.3%
School of Nursing	7.00	4.00	10.00	1.00	0.00	0.00	87.5%	100.0%	100.0%
School of Human Ecology	11.00	6.00	11.25	6.00	4.00	0.00	64.7%	60.0%	100.0%
School of Business	6.00	7.00	8.00	29.17	18.00	9.00	17.1%	28.0%	47.1%
<b>Humanities</b>	<b>76.20</b>	<b>43.00</b>	<b>38.35</b>	<b>100.50</b>	<b>36.00</b>	<b>23.25</b>	<b>43.1%</b>	<b>54.4%</b>	<b>62.3%</b>
Art	4.00	5.00	3.75	12.00	2.00	1.75	25.0%	71.4%	68.2%
Dance	2.00	2.00	1.75	2.00	0.00	1.00	50.0%	100.0%	63.6%
Theatre & Drama	1.00	0.00	1.00	1.00	1.00	2.00	50.0%	0.0%	33.3%
African Cultural Studies	1.00	0.00	1.00	2.50	2.00	2.00	28.6%	0.0%	33.3%
Art History	5.00	1.00	2.00	3.75	0.00	0.00	57.1%	100.0%	100.0%
Asian Languages & Cultures	3.00	3.00	2.50	4.00	3.00	1.00	42.9%	50.0%	71.4%
Classical and Near Eastern Studies	1.00	1.00	0.00	5.00	3.00	0.00	16.7%	25.0%	N/A
Comparative Literature	0.00	0.00	1.00	2.50	0.00	0.00	0.0%	N/A	100.0%
Center for Jewish Studies	1.00	0.00	0.00	0.50	0.00	0.00	66.7%	N/A	N/A
English	11.20	7.00	6.00	13.50	4.00	1.00	45.3%	63.6%	85.7%
French & Italian	4.00	5.00	1.00	6.25	1.00	0.00	39.0%	83.3%	100.0%
Gender & Women's Studies	2.00	5.00	3.50	0.00	0.00	1.00	100.0%	100.0%	77.8%
German, Nordic, & Slavic	9.00	3.00	3.00	3.00	2.00	6.50	75.0%	60.0%	31.6%
History	13.50	5.00	6.85	10.50	6.00	4.00	56.3%	45.5%	63.1%
Language Sciences Program	1.00	0.00	0.00	3.00	0.00	0.00	25.0%	N/A	N/A
School of Music	8.50	2.00	3.00	17.00	2.00	2.00	33.3%	50.0%	60.0%
Philosophy	1.00	1.00	1.00	9.00	4.00	1.00	10.0%	20.0%	50.0%
Religious Studies Program	1.00	0.00	1.00	0.00	0.00	0.00	100.0%	N/A	100.0%
Spanish & Portuguese	7.00	3.00	0.00	5.00	6.00	0.00	58.3%	33.3%	N/A

SOURCE: October 2019 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 : Jennifer Sheridan, WISELI

**Table 3a. Tenure Promotion Outcomes by Gender, 2019**

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**2015 - 2019**

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<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	19	19	100.0%	40	40	100.0%
Biological Sciences	35	35	100.0%	50	48	96.0%
Social Sciences	45	44	97.8%	42	41	97.6%
Humanities	35	35	100.0%	33	33	100.0%

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SOURCE: Office of the Secretary of the Faculty.

**Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2019**

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	17.0	7.5	1.0	13.0	19.0	7.5	1.0	69.2%	89.5%	100.0%	100.0%
Biological Sciences	8.0	16.0	8.0	2.0	14.0	19.0	10.0	3.0	57.1%	84.2%	80.0%	66.7%
Social Sciences	9.0	17.0	7.0	2.0	12.0	18.0	7.0	2.0	75.0%	94.4%	100.0%	100.0%
Humanities	10.0	19.0	8.0	1.0	15.0	21.0	8.0	1.0	66.7%	90.5%	100.0%	100.0%

SOURCE: October 2019 HRS Frozen slice

Prepared by : Jennifer Sheridan, WISELI



**Table 5b. Attrition by Gender, 2018-2019**

	Headcounts			%		
	Retired	Resigned	2018 Total Faculty	Retired	Resigned	Left UW
Total	62	53	2,266	2.7%	2.3%	5.1%
Women	29	20	848	3.4%	2.4%	5.8%
Men	57	25	1,418	4.0%	1.8%	5.8%
Physical Sciences						
Women	2	5	80	2.5%	6.3%	8.8%
Men	11	4	380	2.9%	1.1%	3.9%
Biological Sciences						
Women	10	4	286	3.5%	1.4%	4.9%
Men	25	11	523	4.8%	2.1%	6.9%
Social Sciences						
Women	9	9	325	2.8%	2.8%	5.5%
Men	12	8	356	3.4%	2.2%	5.6%
Humanities						
Women	8	2	157	5.1%	1.3%	6.4%
Men	9	2	159	5.7%	1.3%	6.9%

SOURCE: October 2018 and 2019 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, 2019**

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	41	247	<b>14.2%</b>	5	13	<b>27.8%</b>	12.2%	5.3%
Biological Sciences	124	310	<b>28.6%</b>	15	27	<b>35.7%</b>	12.1%	8.7%
Social Sciences	127	196	<b>39.3%</b>	12	17	<b>41.4%</b>	9.4%	8.7%
Humanities	77	104	<b>42.5%</b>	6	10	<b>37.5%</b>	7.8%	9.6%
Total	369	857	<b>30.1%</b>	38	67	<b>36.2%</b>	10.3%	7.8%

SOURCE: HRS appointment system frozen slice, October 2019.

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, 2019**

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	41	247	<b>14.2%</b>	1	9	<b>10.0%</b>	2.4%	3.6%
Biological Sciences	129	328	<b>28.2%</b>	4	20	<b>16.7%</b>	3.1%	6.1%
Social Sciences	146	207	<b>41.4%</b>	11	8	<b>57.9%</b>	7.5%	3.9%
Humanities	77	104	<b>42.5%</b>	0	2	<b>0.0%</b>	0.0%	1.9%
Total	393	886	<b>30.7%</b>	16	39	<b>29.1%</b>	4.1%	4.4%

SOURCE: HRS Frozen Appointment Data view, October 2019.

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, 2019**

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	41	247	<b>14.2%</b>	1	2	<b>33.3%</b>	2.4%	0.8%
Biological Sciences	129	328	<b>28.2%</b>	2	1	<b>66.7%</b>	1.6%	0.3%
Social Sciences	146	207	<b>41.4%</b>	2	1	<b>66.7%</b>	1.4%	0.5%
Humanities	77	104	<b>42.5%</b>	1	2	<b>33.3%</b>	1.3%	1.9%
Total	393	886	<b>30.7%</b>	6	6	<b>50.0%</b>	1.5%	0.7%

SOURCE: HRS Frozen Appointment Data view, October 2019.

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, 2019**

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	41	247	<b>14.2%</b>	0	5	<b>0.0%</b>	0.0%	2.0%
Biological Sciences	129	328	<b>28.2%</b>	7	13	<b>35.0%</b>	5.4%	4.0%
Social Sciences	146	207	<b>41.4%</b>	14	9	<b>60.9%</b>	9.6%	4.3%
Humanities	77	104	<b>42.5%</b>	4	5	<b>44.4%</b>	5.2%	4.8%
Total	393	886	<b>30.7%</b>	25	32	<b>43.9%</b>	6.4%	3.6%

SOURCE: HRS appointment system frozen slice, October 2019.

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, 2019**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
<b>Named Professorships</b>			
Vilas Research Professors	9	9	50.0%
Vilas Distinguished Achievement	41	61	40.2%
Hilldale Professors	3	4	42.9%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	25	45	35.7%
Steenbock Professors	0	9	0.0%
WARF Professorships	21	50	29.6%
Other named professorships	99	285	25.8%
Holds two named professorships	24	61	28.2%
New named professorships	12	25	32.4%
Number holding named professorships	177	402	30.6%
<b>Full Professors at UW-Madison</b>	<b>393</b>	<b>886</b>	<b>30.7%</b>
<b>Major Awards</b>			
Vilas Associate Award	12	13	48.0%
Hilldale Award	1	3	25.0%
H. I. Romnes Faculty Fellowship	4	7	36.4%
WARF Kellett Mid-Career Award	6	5	54.5%
<b>Tenured Professors at UW-Madison</b>	<b>626</b>	<b>1165</b>	<b>35.0%</b>

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2019.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2019; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2019.

Prepared by: Jennifer Sheridan, WISELI

**Table 9. Number and Percent of Women on Influential Committees, 2019**

	<u>Women</u>	<u>Men</u>	<u>% Female</u>
Faculty Senate			
Physical Sciences	5	39	11.4%
Biological Sciences	25	51	32.9%
Social Sciences	27	41	39.7%
Arts & Humanities	15	23	39.5%
<b>Senators (total)</b>	<b>72</b>	<b>154</b>	<b>31.9%</b>
Physical Sciences	4	29	12.1%
Biological Sciences	19	43	30.6%
Social Sciences	22	27	44.9%
Arts & Humanities	7	11	38.9%
<b>Alternates (Total)</b>	<b>52</b>	<b>110</b>	<b>32.1%</b>
Athletic Board	11	14	44.0%
Campus Planning Committee	6	14	30.0%
Divisional Executive Committees*			
Physical Sciences	3	9	25.0%
Biological Sciences	2	10	16.7%
Social Sciences	4	7	36.4%
Arts & Humanities	4	8	33.3%
Faculty Compensation and Economic Benefits Commission*	7	2	77.8%
Faculty Rights and Responsibilities Committee*	5	4	55.6%
Library Committee*	11	6	64.7%
University Committee*	2	4	33.3%
University Academic Planning Council	9	5	64.3%
Graduate Faculty Executive Committee	7	9	43.8%
University Research Council	5	7	41.7%
<b>All Faculty</b>	<b>848</b>	<b>1418</b>	<b>37.4%</b>
<b>Physical Sciences</b>	<b>80</b>	<b>380</b>	<b>17.4%</b>
<b>Biological Sciences</b>	<b>286</b>	<b>523</b>	<b>35.4%</b>
<b>Social Sciences</b>	<b>325</b>	<b>356</b>	<b>47.7%</b>
<b>Arts &amp; Humanities</b>	<b>157</b>	<b>159</b>	<b>49.7%</b>

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 4/27/2020. Totals from HRS appointment system frozen slice October 2019.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2019. 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), 2019**

<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>\$124,848</b>	<b>\$135,749</b>	<b>92.0%</b>
Biological Systems Engineering	114,614	141,858	80.8%
Soil Science	103,924	110,098	94.4%
Biomedical Engineering	129,000	117,805	109.5%
Chemical & Biological Engineering	154,598	157,314	98.3%
Civil & Environmental Engineering	114,557	128,409	89.2%
Electrical & Computer Engineering	117,668	137,542	85.6%
Engineering Physics	100,000	150,000	66.7%
Engineering Professional Development	N/A	116,124	N/A
Industrial & Systems Engineering	157,522	152,842	103.1%
Materials Science & Engineering	151,285	146,317	103.4%
Mechanical Engineering	101,439	119,164	85.1%
Astronomy	124,848	131,090	95.2%
Atmospheric & Oceanic Sciences	95,200	140,558	67.7%
Chemistry	133,261	142,140	93.8%
Computer Sciences	183,546	171,059	107.3%
Geoscience	92,000	118,609	77.6%
Mathematics	108,722	125,223	86.8%
Physics	153,307	139,418	110.0%
Statistics	132,543	125,148	105.9%
<b>Biological Sciences</b>	<b>\$114,825</b>	<b>\$120,895</b>	<b>95.0%</b>
Forest & Wildlife Ecology	116,270	110,711	105.0%
Agronomy	110,518	118,533	93.2%
Animal Science	N/A	108,795	N/A
Bacteriology	123,119	135,289	91.0%
Biochemistry	119,022	138,935	85.7%
Dairy Science	118,659	127,167	93.3%
Entomology	102,999	120,596	85.4%
Food Science	97,594	123,305	79.1%
Genetics	113,188	117,302	96.5%
Horticulture	89,947	132,073	68.1%
Nutritional Sciences	122,231	134,836	90.7%
Plant Pathology	118,263	105,070	112.6%
Kinesiology	96,863	96,322	100.6%
Botany	125,577	135,646	92.6%
Communicative Disorders	118,722	88,434	134.2%
Integrative Biology	115,958	129,072	89.8%
Nelson Institute for Environmental Studies	95,770	121,302	79.0%
School of Pharmacy	98,983	122,102	81.1%
Anesthesiology	N/A	106,759	N/A
Biomolecular Chemistry	136,860	168,839	81.1%
Biostatistics & Medical Informatics	123,564	137,319	90.0%



Cell & Regenerative Biology	119,229	131,018	91.0%
Dermatology	N/A	146,979	N/A
Emergency Medicine	140,454	98,182	143.1%
Family Medicine	135,824	103,520	131.2%
Genetics	143,360	119,804	119.7%
Human Oncology	79,883	105,695	75.6%
Medical History & Bioethics	90,000	107,522	83.7%
Medical Microbiology	127,065	123,227	103.1%
Medical Physics	133,240	138,554	96.2%
Medicine	104,141	109,604	95.0%
Neurological Surgery	122,727	90,000	136.4%
Neurology	91,472	46,818	195.4%
Neuroscience	153,388	125,670	122.1%
Obstetrics & Gynecology	103,682	140,371	73.9%
Oncology	138,935	150,538	92.3%
Ophthalmology & Visual Sciences	134,261	148,254	90.6%
Orthopedics & Rehabilitation	62,090	90,000	69.0%
Pathology & Laboratory Medicine	124,760	164,986	75.6%
Pediatrics	121,442	144,493	84.0%
Population Health Sciences	115,272	121,332	95.0%
Psychiatry	99,205	102,914	96.4%
Radiology	85,124	96,436	88.3%
Surgery	112,947	71,681	157.6%
Urology	N/A	115,445	N/A
SMPH Admin	N/A	164,739	N/A
Comparative Biosciences	121,679	114,048	106.7%
Medical Sciences	105,539	131,639	80.2%
Pathobiological Sciences	100,613	131,183	76.7%
Surgical Sciences	117,206	163,636	71.6%

<b>Social Sciences</b>	<b>\$111,000</b>	<b>\$144,857</b>	<b>76.6%</b>
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Agricultural & Applied Economics	150,150	143,662	104.5%
Community & Environmental Sociology	121,650	105,884	114.9%
Life Sciences Communication	128,232	88,121	145.5%
Liberal Arts & Applied Studies	85,500	71,591	119.4%
School for Workers	76,478	78,546	97.4%
Counseling Psychology	105,989	93,828	113.0%
Curriculum & Instruction	100,900	109,646	92.0%
Educational Policy Studies	92,322	142,159	64.9%
Educational Psychology	112,035	141,530	79.2%
Educational Leadership & Policy Analysis	130,320	137,889	94.5%
Rehabilitation Psychology & Special Education	104,671	121,310	86.3%
Extension Faculty	53,415	62,090	86.0%
Afro-American Studies	96,183	119,163	80.7%
Anthropology	125,849	121,031	104.0%
Chicana/o Studies	86,500	N/A	N/A
Communication Arts	111,000	119,720	92.7%
Economics	250,000	266,603	93.8%
Geography	104,000	103,315	100.7%
School of Journalism & Mass Communication	103,000	144,956	71.1%

LaFollette School of Public Affairs	130,000	220,000	59.1%
Planning & Landscape Architecture	93,863	108,044	86.9%
Political Science	151,897	148,055	102.6%
Psychology	152,351	155,213	98.2%
Social Work	98,948	173,957	56.9%
Sociology	136,171	133,505	102.0%
The Information School	111,765	78,973	141.5%
Law School	184,457	175,363	105.2%
School of Nursing	113,975	134,066	85.0%
School of Human Ecology	100,579	111,234	90.4%
School of Business	211,201	234,090	90.2%
<b>Humanities</b>	<b>\$93,396</b>	<b>\$100,811</b>	<b>92.6%</b>
Art	89,065	106,898	83.3%
Dance	88,207	95,466	92.4%
Theatre & Drama	92,502	90,465	102.3%
African Cultural Studies	104,600	80,967	129.2%
Art History	95,782	109,304	87.6%
Asian Languages & Cultures	90,000	98,665	91.2%
Classical and Near Eastern Studies	126,184	99,257	127.1%
Comparative Literature	75,741	114,810	66.0%
Center for Jewish Studies	99,138	118,963	83.3%
English	94,563	106,981	88.4%
French & Italian	88,540	107,471	82.4%
Gender & Women's Studies	95,395	85,000	112.2%
German, Nordic, & Slavic	101,258	78,000	129.8%
History	107,319	114,361	93.8%
Language Sciences Program	99,487	119,275	83.4%
School of Music	86,265	87,215	98.9%
Philosophy	88,259	119,092	74.1%
Religious Studies Program	93,222	N/A	N/A
Spanish & Portuguese	98,400	94,280	104.4%

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SOURCE: October 2019 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 : Jennifer Sheridan, WISELI

**Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2019**

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>\$153,307</b>	<b>\$111,668</b>	<b>\$100,000</b>	<b>\$153,459</b>	<b>\$117,374</b>	<b>\$104,040</b>	<b>99.9%</b>	<b>95.1%</b>	<b>96.1%</b>
Biological Systems Engineering	130,158	114,614	94,000	151,555	168,517	95,561	85.9%	68.0%	98.4%
Soil Science	112,334	N/A	95,515	119,374	101,864	85,000	94.1%	N/A	112.4%
Biomedical Engineering	149,801	123,860	100,000	190,600	117,374	98,847	78.6%	105.5%	101.2%
Chemical & Biological Engineering	154,598	N/A	N/A	177,591	122,236	109,040	87.1%	N/A	N/A
Civil & Environmental Engineering	134,920	117,388	108,018	148,575	119,840	104,000	90.8%	98.0%	103.9%
Electrical & Computer Engineering	174,965	119,012	102,500	150,560	131,665	107,161	116.2%	90.4%	95.7%
Engineering Physics	166,060	N/A	98,500	167,000	105,878	109,300	99.4%	N/A	90.1%
Engineering Professional Development	N/A	N/A	N/A	137,938	116,124	N/A	N/A	N/A	N/A
Industrial & Systems Engineering	161,601	N/A	102,020	168,185	132,679	100,980	96.1%	N/A	101.0%
Materials Science & Engineering	151,285	N/A	N/A	151,627	N/A	104,040	99.8%	N/A	N/A
Mechanical Engineering	N/A	N/A	101,439	148,473	121,090	104,358	N/A	N/A	97.2%
Astronomy	131,081	101,655	N/A	137,506	104,076	N/A	95.3%	97.7%	N/A
Atmospheric & Oceanic Sciences	N/A	100,399	90,000	142,613	140,454	N/A	N/A	71.5%	N/A
Chemistry	141,092	N/A	94,000	154,000	106,642	94,000	91.6%	N/A	100.0%
Computer Sciences	183,546	N/A	N/A	194,662	140,730	119,646	94.3%	N/A	N/A
Geoscience	126,604	N/A	92,000	121,948	97,078	92,075	103.8%	N/A	99.9%
Mathematics	155,020	108,722	98,838	136,896	108,722	98,318	113.2%	100.0%	100.5%
Physics	153,307	N/A	92,596	153,163	100,401	92,596	100.1%	N/A	100.0%
Statistics	132,854	125,888	115,000	155,205	121,027	115,000	85.6%	104.0%	100.0%
<b>Biological Sciences</b>	<b>\$141,456</b>	<b>\$107,463</b>	<b>\$93,000</b>	<b>\$141,373</b>	<b>\$103,824</b>	<b>\$90,000</b>	<b>100.1%</b>	<b>103.5%</b>	<b>103.3%</b>
Forest & Wildlife Ecology	124,930	116,270	93,000	122,697	106,526	90,000	101.8%	109.1%	103.3%
Agronomy	153,391	90,000	97,277	143,373	N/A	88,616	107.0%	N/A	109.8%
Animal Science	N/A	N/A	N/A	111,993	101,509	94,624	N/A	N/A	N/A
Bacteriology	142,412	112,155	N/A	138,364	107,966	90,876	102.9%	103.9%	N/A
Biochemistry	139,798	113,345	94,000	152,056	107,732	96,133	91.9%	105.2%	97.8%
Dairy Science	N/A	121,009	91,555	132,647	N/A	89,778	N/A	N/A	102.0%
Entomology	139,876	102,999	87,500	133,239	98,250	N/A	105.0%	104.8%	N/A
Food Science	104,672	N/A	90,515	137,971	N/A	91,477	75.9%	N/A	98.9%
Genetics	121,551	107,463	92,000	124,927	112,183	92,000	97.3%	95.8%	100.0%
Horticulture	N/A	90,963	89,947	132,073	106,767	N/A	N/A	85.2%	N/A
Nutritional Sciences	122,350	105,748	106,405	135,025	101,505	93,535	90.6%	104.2%	113.8%
Plant Pathology	123,814	132,916	94,000	145,931	103,824	88,863	84.8%	128.0%	105.8%
Kinesiology	145,970	81,722	89,646	152,333	90,058	N/A	95.8%	90.7%	N/A
Botany	126,924	91,257	N/A	137,380	96,509	80,371	92.4%	94.6%	N/A
Communicative Disorders	187,799	100,177	86,717	N/A	N/A	88,434	N/A	N/A	98.1%
Integrative Biology	120,215	92,127	89,474	135,835	82,023	90,889	88.5%	112.3%	98.4%
Nelson Institute for Environmental Studies	146,793	95,770	88,000	121,302	98,110	N/A	121.0%	97.6%	N/A

School of Pharmacy	156,017	100,571	91,555	151,302	104,072	86,282	103.1%	96.6%	106.1%
Anesthesiology	N/A	N/A	N/A	156,765	91,730	97,396	N/A	N/A	N/A
Biomolecular Chemistry	152,066	112,363	98,743	168,839	122,727	N/A	90.1%	91.6%	N/A
Biostatistics & Medical Informatics	179,623	123,564	102,148	186,641	137,319	102,000	96.2%	90.0%	100.1%
Cell & Regenerative Biology	144,245	109,507	112,817	168,017	N/A	93,636	85.9%	N/A	120.5%
Dermatology	N/A	N/A	N/A	164,566	N/A	80,442	N/A	N/A	N/A
Emergency Medicine	N/A	140,454	N/A	155,266	N/A	98,182	N/A	N/A	N/A
Family Medicine	148,921	122,727	N/A	153,000	99,818	95,177	97.3%	123.0%	N/A
Genetics	143,360	N/A	N/A	132,186	N/A	88,089	108.5%	N/A	N/A
Human Oncology	N/A	79,883	N/A	171,200	107,423	77,888	N/A	74.4%	N/A
Medical History & Bioethics	199,952	N/A	87,545	144,532	103,433	N/A	138.3%	N/A	N/A
Medical Microbiology	132,253	N/A	93,012	128,560	123,227	N/A	102.9%	N/A	N/A
Medical Physics	133,240	N/A	N/A	144,313	115,183	114,491	92.3%	N/A	N/A
Medicine	145,821	104,392	85,975	137,090	95,015	82,227	106.4%	109.9%	104.6%
Neurological Surgery	N/A	N/A	122,727	96,167	84,093	90,000	N/A	N/A	136.4%
Neurology	151,596	88,611	90,018	119,804	83,662	46,818	126.5%	105.9%	192.3%
Neuroscience	164,894	N/A	89,380	134,594	104,399	93,946	122.5%	N/A	95.1%
Obstetrics & Gynecology	128,413	90,994	85,124	141,889	N/A	76,725	90.5%	N/A	110.9%
Oncology	138,935	113,596	N/A	156,915	113,771	94,091	88.5%	99.8%	N/A
Ophthalmology & Visual Sciences	156,302	N/A	102,680	148,202	191,366	N/A	105.5%	N/A	N/A
Orthopedics & Rehabilitation	62,090	63,593	40,921	134,489	83,003	82,626	46.2%	76.6%	49.5%
Pathology & Laboratory Medicine	139,556	121,578	N/A	170,804	62,568	85,909	81.7%	194.3%	N/A
Pediatrics	148,638	67,687	88,935	155,225	116,047	122,727	95.8%	58.3%	72.5%
Population Health Sciences	176,438	115,272	98,182	163,342	111,350	N/A	108.0%	103.5%	N/A
Psychiatry	123,230	84,751	92,045	172,390	104,839	68,099	71.5%	80.8%	135.2%
Radiology	183,101	N/A	63,022	110,438	116,112	41,727	165.8%	N/A	151.0%
Surgery	151,773	107,901	69,952	95,225	58,824	43,031	159.4%	183.4%	162.6%
Urology	N/A	N/A	N/A	136,549	N/A	40,921	N/A	N/A	N/A
SMPH Admin	N/A	N/A	N/A	164,739	N/A	N/A	N/A	N/A	N/A
Comparative Biosciences	128,543	119,508	109,641	131,016	113,722	110,449	98.1%	105.1%	99.3%
Medical Sciences	147,566	107,686	102,954	138,987	N/A	102,273	106.2%	N/A	100.7%
Pathobiological Sciences	142,680	N/A	99,386	138,346	N/A	105,990	103.1%	N/A	93.8%
Surgical Sciences	136,019	117,206	103,091	163,636	N/A	N/A	83.1%	N/A	N/A

<b>Social Sciences</b>	<b>\$136,824</b>	<b>\$96,286</b>	<b>\$90,000</b>	<b>\$162,846</b>	<b>\$104,040</b>	<b>\$92,600</b>	<b>84.0%</b>	<b>92.5%</b>	<b>97.2%</b>
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Agricultural & Applied Economics	158,047	N/A	108,000	168,437	138,582	118,465	93.8%	N/A	91.2%
Community & Environmental Sociology	128,510	102,609	85,000	115,697	97,580	91,867	111.1%	105.2%	92.5%
Life Sciences Communication	166,464	N/A	90,000	214,322	88,121	85,000	77.7%	N/A	105.9%
Liberal Arts & Applied Studies	92,271	85,500	N/A	N/A	N/A	71,591	N/A	N/A	N/A
School for Workers	N/A	76,478	N/A	78,715	78,377	N/A	N/A	97.6%	N/A
Counseling Psychology	131,767	100,140	N/A	144,051	93,828	77,441	91.5%	106.7%	N/A
Curriculum & Instruction	137,269	96,653	83,942	162,806	109,646	83,000	84.3%	88.2%	101.1%
Educational Policy Studies	149,397	106,661	78,832	152,522	N/A	78,068	98.0%	N/A	101.0%
Educational Psychology	132,976	102,700	88,500	148,574	105,190	91,378	89.5%	97.6%	96.9%
Educational Leadership & Policy Analysis	146,700	N/A	85,000	156,881	104,040	87,804	93.5%	N/A	96.8%
Rehabilitation Psychology & Special Education	162,468	104,671	77,485	148,078	103,235	N/A	109.7%	101.4%	N/A
Extension Faculty	62,090	51,460	79,800	64,136	52,439	N/A	96.8%	98.1%	N/A

Afro-American Studies	96,183	97,756	84,272	119,163	N/A	95,000	80.7%	N/A	88.7%
Anthropology	128,700	93,293	72,828	124,944	89,875	78,030	103.0%	103.8%	93.3%
Chicana/o Studies	N/A	N/A	86,500	N/A	N/A	N/A	N/A	N/A	N/A
Communication Arts	122,609	100,547	85,000	136,561	99,187	N/A	89.8%	101.4%	N/A
Economics	260,100	N/A	138,047	312,120	209,215	150,858	83.3%	N/A	91.5%
Geography	124,510	100,174	89,474	126,502	90,985	85,177	98.4%	110.1%	105.0%
School of Journalism & Mass Communication	123,049	99,567	84,323	165,424	89,894	85,573	74.4%	110.8%	98.5%
LaFollette School of Public Affairs	253,281	139,000	112,742	220,000	91,746	N/A	115.1%	151.5%	N/A
Planning & Landscape Architecture	110,661	95,717	81,616	108,743	91,947	81,932	101.8%	104.1%	99.6%
Political Science	201,222	142,294	95,097	150,265	135,252	92,600	133.9%	105.2%	102.7%
Psychology	160,492	N/A	90,448	167,671	102,175	89,318	95.7%	N/A	101.3%
Social Work	173,955	96,976	91,800	195,953	N/A	90,411	88.8%	N/A	101.5%
Sociology	162,398	111,843	90,000	141,604	114,444	90,000	114.7%	97.7%	100.0%
The Information School	123,278	92,671	N/A	203,456	105,049	77,982	60.6%	88.2%	N/A
Law School	185,633	184,636	137,646	187,113	165,486	145,015	99.2%	111.6%	94.9%
School of Nursing	137,307	115,235	90,778	134,066	N/A	N/A	102.4%	N/A	N/A
School of Human Ecology	116,013	93,364	77,510	111,776	104,865	N/A	103.8%	89.0%	N/A
School of Business	278,307	211,201	170,626	286,110	225,000	187,272	97.3%	93.9%	91.1%
<b>Humanities</b>	<b>\$109,242</b>	<b>\$88,259</b>	<b>\$80,000</b>	<b>\$108,000</b>	<b>\$87,678</b>	<b>\$75,000</b>	<b>101.2%</b>	<b>100.7%</b>	<b>106.7%</b>
Art	107,784	89,065	75,744	107,148	100,726	72,665	100.6%	88.4%	104.2%
Dance	108,061	86,186	69,276	101,383	N/A	74,675	106.6%	N/A	92.8%
Theatre & Drama	110,003	N/A	75,000	120,647	105,929	69,340	91.2%	N/A	108.2%
African Cultural Studies	125,200	N/A	84,000	116,525	79,499	74,914	107.4%	N/A	112.1%
Art History	97,681	90,000	78,500	109,304	N/A	N/A	89.4%	N/A	N/A
Asian Languages & Cultures	114,144	83,259	78,000	117,340	96,757	75,000	97.3%	86.0%	104.0%
Classical and Near Eastern Studies	161,012	91,355	N/A	105,913	86,089	N/A	152.0%	106.1%	N/A
Comparative Literature	N/A	N/A	75,741	114,810	N/A	N/A	N/A	N/A	N/A
Center for Jewish Studies	99,138	N/A	N/A	118,963	N/A	N/A	83.3%	N/A	N/A
English	132,299	88,161	81,000	108,000	88,499	76,315	122.5%	99.6%	106.1%
French & Italian	104,520	83,420	64,740	109,705	75,379	N/A	95.3%	110.7%	N/A
Gender & Women's Studies	104,857	97,870	83,232	N/A	N/A	85,000	N/A	N/A	97.9%
German, Nordic, & Slavic	114,444	81,351	75,033	105,320	74,498	75,000	108.7%	109.2%	100.0%
History	141,494	92,180	81,000	139,217	100,091	81,576	101.6%	92.1%	99.3%
Language Sciences Program	99,487	N/A	N/A	119,275	N/A	N/A	83.4%	N/A	N/A
School of Music	90,013	85,383	71,000	91,436	83,124	76,414	98.4%	102.7%	92.9%
Philosophy	103,945	88,259	85,689	173,815	93,649	85,000	59.8%	94.2%	100.8%
Religious Studies Program	106,443	N/A	80,000	N/A	N/A	N/A	N/A	N/A	N/A
Spanish & Portuguese	108,810	76,877	N/A	105,159	76,691	N/A	103.5%	100.2%	N/A

SOURCE: October 2019 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 : Jennifer Sheridan, WISELI

**Table 12a. Offers Made, 2016-2019**

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
<b>Physical Sciences</b>	<b>47</b>	<b>105</b>	<b>30.9%</b>	<b>24</b>	<b>51.1%</b>	<b>64</b>	<b>61.0%</b>
College of Engineering	21	55	27.6%	13	61.9%	33	60.0%
Letters & Sciences	25	48	34.2%	10	40.0%	29	60.4%
College of Agricultural & Life Sciences	1	2	33.3%	1	36.4%	2	52.9%
<b>Biological Sciences</b>	<b>86</b>	<b>86</b>	<b>50.0%</b>	<b>56</b>	<b>65.1%</b>	<b>63</b>	<b>73.3%</b>
Letters & Sciences	6	5	54.5%	3	50.0%	3	60.0%
School of Veterinary Medicine	10	7	58.8%	9	90.0%	6	85.7%
School of Pharmacy	6	6	50.0%	2	33.3%	3	50.0%
Medical School	43	55	43.9%	29	67.4%	42	76.4%
College of Agricultural & Life Sciences	21	13	61.8%	13	61.9%	9	69.2%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
<b>Physical Sciences</b>	<b>6</b>	<b>17</b>	<b>26.1%</b>	<b>3</b>	<b>50.0%</b>	<b>8</b>	<b>47.1%</b>
College of Engineering	1	7	12.5%	1	100.0%	1	14.3%
Letters & Sciences	5	9	35.7%	2	40.0%	6	66.7%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	N/A
<b>Biological Sciences</b>	<b>16</b>	<b>23</b>	<b>41.0%</b>	<b>12</b>	<b>75.0%</b>	<b>16</b>	<b>69.6%</b>
Letters & Sciences	0	2	0.0%	N/A	N/A	2	100.0%
School of Veterinary Medicine	1	1	N/A	0	0.0%	1	100.0%
School of Pharmacy	0	2	0.0%	N/A	N/A	1	50.0%
Medical School	12	16	42.9%	9	75.0%	11	68.8%
College of Agricultural & Life Sciences	3	2	60.0%	3	100.0%	1	50.0%

\*\* Associate Professor and Professor titles.

**Table 12b. Base Salary (12 Month) Offers, 2016-2019**

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>\$116 - \$380</b>	<b>\$133,333</b>	<b>\$94 - \$167</b>	<b>95.0%</b>	<b>\$126,667</b>	<b>\$116 - \$380</b>	<b>\$133,333</b>	<b>\$94 - \$163</b>	<b>95.0%</b>
College of Engineering	\$130,000	\$119 - \$380	\$129,333	\$116 - \$155	100.5%	\$130,667	\$119 - \$380	\$133,333	\$116 - \$149	98.0%
Letters & Sciences	\$125,333	\$116 - \$163	\$140,556	\$94 - \$167	89.2%	\$124,000	\$116 - \$163	\$133,333	\$94 - \$163	93.0%
College of Agricultural & Life Sciences	\$117,333	\$117	\$128,667	\$113 - \$144	91.2%	\$117,333	\$117	\$128,667	\$113 - \$144	91.2%
<b>Biological Sciences</b>	<b>\$115,000</b>	<b>\$48 - \$214</b>	<b>\$110,000</b>	<b>\$42 - \$135</b>	<b>104.5%</b>	<b>\$114,944</b>	<b>\$48 - \$150</b>	<b>\$110,000</b>	<b>\$48 - \$135</b>	<b>104.5%</b>
Letters & Sciences	\$108,611	\$103 - \$128	\$108,611	\$98 - \$129	100.0%	\$103,889	\$103 - \$113	\$103,889	\$98 - \$129	100.0%
School of Veterinary Medicine	\$124,833	\$62 - \$214	\$115,556	\$112 - \$122	108.0%	\$123,000	\$62 - \$127	\$115,556	\$112 - \$122	106.4%
School of Pharmacy	\$118,000	\$101 - \$120	\$112,000	\$112 - \$117	105.4%	\$109,722	\$101 - \$118	\$112,000	\$112 - \$113	98.0%
Medical School	\$110,000	\$48 - \$150	\$105,000	\$48 - \$135	104.8%	\$110,000	\$48 - \$150	\$100,000	\$48 - \$135	110.0%
College of Agricultural & Life Sciences	\$120,000	\$59 - \$131	\$117,333	\$42 - \$125	102.3%	\$120,000	\$59 - \$125	\$117,333	\$104 - \$125	102.3%
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>\$120 - \$267</b>	<b>\$180,000</b>	<b>\$153 - \$474</b>	<b>100.0%</b>	<b>\$150,000</b>	<b>\$120 - \$180</b>	<b>\$191,667</b>	<b>\$153 - \$474</b>	<b>78.3%</b>
College of Engineering	N/A	N/A	\$186,667	\$165 - \$223	N/A	N/A	N/A	\$222,667	\$223	N/A
Letters & Sciences	\$180,000	\$120 - \$267	\$181,667	\$167 - \$474	99.1%	\$150,000	\$120 - \$180	\$191,667	\$167 - \$474	78.3%
College of Agricultural & Life Sciences	N/A	N/A	\$153,333	\$153	N/A	N/A	N/A	\$153,333	\$153	N/A
<b>Biological Sciences</b>	<b>\$140,000</b>	<b>\$52 - \$311</b>	<b>\$130,000</b>	<b>\$80 - \$250</b>	<b>107.7%</b>	<b>\$140,000</b>	<b>\$80 - \$311</b>	<b>\$125,000</b>	<b>\$90 - \$250</b>	<b>112.0%</b>
Letters & Sciences	N/A	N/A	\$120,000	\$120	N/A	N/A	N/A	\$120,000	\$120	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	\$130,000	130	N/A	N/A	N/A	N/A	N/A	N/A
Medical School	\$135,000	\$52 - \$250	\$139,838	\$80 - \$250	96.5%	\$135,000	\$80 - \$250	\$130,000	\$90 - \$250	103.8%
College of Agricultural & Life Sciences	\$200,000	\$190 - \$311	\$173,333	\$147 - \$200	N/A	\$200,000	\$190 - \$311	\$200,000	\$200	100.0%

**Table 12c. Total Startup Package\* Offers, 2016-2019**

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>\$440,087</b>	<b>\$50 - \$1250</b>	<b>\$395,425</b>	<b>\$56 - \$1400</b>	<b>111.3%</b>	<b>\$435,087</b>	<b>\$50 - \$1200</b>	<b>\$400,000</b>	<b>\$56 - \$1400</b>	<b>108.8%</b>
College of Engineering	\$545,000	\$230 - \$1250	\$458,109	\$100 - \$1200	119.0%	\$550,000	\$230 - \$990	\$498,109	\$228 - \$1200	110.4%
Letters & Sciences	\$300,000	\$50 - \$1200	\$300,000	\$56 - \$1400	100.0%	\$287,500	\$50 - \$1200	\$350,000	\$56 - \$1140	82.1%
College of Agricultural & Life Sciences	\$270,000	\$270	\$458,176	\$367 - \$549	58.9%	\$270,000	\$270	\$458,176	\$367 - \$549	58.9%
<b>Biological Sciences</b>	<b>\$520,000</b>	<b>\$75 - \$1862</b>	<b>\$455,000</b>	<b>\$140 - \$1562</b>	<b>114.3%</b>	<b>\$500,000</b>	<b>\$85 - \$1862</b>	<b>\$490,000</b>	<b>\$150 - \$1562</b>	<b>102.0%</b>
Letters & Sciences	\$360,000	\$250 - \$570	\$285,000	\$250 - \$1205	126.3%	\$370,000	\$250 - \$570	\$285,000	\$250 - \$1205	129.8%
School of Veterinary Medicine	\$590,673	\$500 - \$900	\$450,000	\$300 - \$750	131.3%	\$576,366	\$500 - \$900	\$450,000	\$300 - \$750	128.1%
School of Pharmacy	\$750,000	\$375 - \$1000	\$850,000	\$200 - \$1000	88.2%	\$562,500	\$375 - \$750	\$850,000	\$315 - \$899	66.2%
Medical School	\$435,000	\$75 - \$1500	\$455,000	\$140 - \$1500	95.6%	\$410,000	\$100 - \$1200	\$475,000	\$150 - \$1500	86.3%
College of Agricultural & Life Sciences	\$588,509	\$315 - \$1862	\$577,333	\$378 - \$1562	101.9%	\$568,502	\$315 - \$1862	\$620,789	\$396 - \$1652	91.6%
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>\$1,572,375</b>	<b>\$600 - \$2545</b>	<b>\$650,000</b>	<b>\$90 - \$1543</b>	<b>241.9%</b>	<b>\$1,572,375</b>	<b>\$600 - \$2545</b>	<b>\$596,000</b>	<b>\$90 - \$1543</b>	<b>263.8%</b>
College of Engineering	N/A	N/A	\$700,000	\$568 - \$1525	N/A	N/A	N/A	\$592,000	\$592	N/A
Letters & Sciences	\$1,572,375	\$600 - \$2545	\$650,000	\$90 - \$1543	241.9%	\$1,572,375	\$600 - \$2545	\$650,000	\$90 - \$1543	241.9%
College of Agricultural & Life Sciences	N/A	N/A	\$446,254	\$446	N/A	N/A	N/A	\$446,254	\$446	N/A
<b>Biological Sciences</b>	<b>\$600,000</b>	<b>\$60 - \$3069</b>	<b>\$637,500</b>	<b>\$175 - \$5258</b>	<b>94.1%</b>	<b>\$600,000</b>	<b>\$60 - \$3069</b>	<b>\$682,811</b>	<b>\$175 - \$5258</b>	<b>87.9%</b>
Letters & Sciences	N/A	N/A	\$690,621	\$691	N/A	N/A	N/A	\$690,621	\$691	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	\$1,500,000	1500	N/A	N/A	N/A	\$1,500,000	\$1,500	N/A
Medical School	\$600,000	\$60 - \$900	\$575,000	\$175 - \$5258	104.3%	\$600,000	\$60 - \$900	\$575,000	\$175 - \$5258	104.3%
College of Agricultural & Life Sciences	\$1,050,000	\$200 - \$3069	\$4,275,500	\$4,276	24.6%	\$1,050,000	\$200 - \$3069	\$4,275,500	\$4,276	24.6%

\* Total Startup Package does not include Base Salary.



**Table 13. New Hires, 2019**

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	2018-2019	
	Total Hires	Percent Women
<b>Junior Hires</b>		
Biological Sciences	34	64.7%
Physical Sciences	35	25.7%
<b>Senior Hires</b>		
Biological Sciences	10	30.0%
Physical Sciences	4	0.0%
<b>Total Hires, Biological Sciences</b>	44	54.5%
<b>Total Hires, Physical Sciences</b>	39	23.1%
<b>Total Hires, Junior</b>	69	44.9%
<b>Total Hires, Senior</b>	14	21.4%
<b>TOTAL HIRES</b>	<b>83</b>	<b>41.0%</b>

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

SOURCE: October 2018 and October 2018 HRS Frozen slice.