

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2020

Division/Department	Women	Men	Total	% Women
Physical Sciences	92.20	381.15	473.35	19.5%
Biological Systems Engineering	3.00	12.25	15.25	19.7%
Soil Science	2.00	10.00	12.00	16.7%
Chemical & Biological Engineering	1.00	15.00	16.00	6.3%
Civil & Environmental Engineering	6.50	25.75	32.25	20.2%
Electrical & Computer Engineering	9.00	34.50	43.50	20.7%
Biomedical Engineering	8.20	8.40	16.60	49.4%
Industrial & Systems Engineering	6.00	15.00	21.00	28.6%
Mechanical Engineering	2.00	32.00	34.00	5.9%
Materials Science & Engineering	3.00	13.00	16.00	18.8%
Engineering Physics	4.00	16.25	20.25	19.8%
Astronomy	6.00	6.00	12.00	50.0%
Chemistry	6.75	32.00	38.75	17.4%
Computer Sciences	5.00	37.00	42.00	11.9%
Geoscience	4.00	15.00	19.00	21.1%
Mathematics	9.50	43.50	53.00	17.9%
Atmospheric & Oceanic Sciences	4.00	10.00	14.00	28.6%
Physics	6.25	39.00	45.25	13.8%
Statistics	6.00	16.50	22.50	26.7%
Biological Sciences	290.55	507.15	797.70	36.4%
Animal & Dairy Science	6.00	21.00	27.00	22.2%
Agronomy	4.00	11.25	15.25	26.2%
Bacteriology	4.60	11.75	16.35	28.1%
Biochemistry	10.00	25.00	35.00	28.6%
Entomology	3.00	5.00	8.00	37.5%
Food Science	2.00	5.00	7.00	28.6%
Genetics	3.50	8.00	11.50	30.4%
Horticulture	5.00	6.00	11.00	45.5%
Nutritional Sciences	5.00	7.50	12.50	40.0%
Plant Pathology	9.00	6.50	15.50	58.1%
Forest & Wildlife Ecology	3.50	14.50	18.00	19.4%
Kinesiology	12.00	7.00	19.00	63.2%
Nelson Institute for Environmental Studies	8.25	3.50	11.75	70.2%
Botany	7.50	8.50	16.00	46.9%
Communicative Disorders	11.00	2.00	13.00	84.6%
Integrative Biology	8.00	13.00	21.00	38.1%
SMPH Admin	0.00	1.00	1.00	0.0%
Anesthesiology	1.00	4.00	5.00	20.0%
Cell & Regenerative Biology	10.00	7.00	17.00	58.8%
Biostatistics & Medical Informatics	4.75	18.25	23.00	20.7%
Family Medicine	1.00	5.00	6.00	16.7%
Genetics	1.50	5.00	6.50	23.1%
Obstetrics & Gynecology	5.95	7.00	12.95	45.9%
Medical History & Bioethics	3.00	4.50	7.50	40.0%
Human Oncology	1.00	8.60	9.60	10.4%
Emergency Medicine	1.00	4.00	5.00	20.0%
Medicine	32.50	56.40	88.90	36.6%
Dermatology	1.00	6.00	7.00	14.3%
Medical Microbiology	5.60	6.00	11.60	48.3%

Medical Physics	1.80	18.25	20.05	9.0%
Neurology	7.00	4.30	11.30	61.9%
Neurological Surgery	1.00	7.00	8.00	12.5%
Oncology	6.50	12.50	19.00	34.2%
Ophthalmology & Visual Sciences	8.50	5.00	13.50	63.0%
Orthopedics & Rehabilitation	3.00	7.75	10.75	27.9%
Neuroscience	4.00	15.00	19.00	21.1%
Pathology & Laboratory Medicine	4.00	9.00	13.00	30.8%
Pediatrics	11.50	13.35	24.85	46.3%
Biomolecular Chemistry	4.80	7.75	12.55	38.2%
Population Health Sciences	11.80	6.60	18.40	64.1%
Psychiatry	6.00	12.40	18.40	32.6%
Radiology	3.00	17.00	20.00	15.0%
Surgery	15.00	25.00	40.00	37.5%
Urology	0.00	5.00	5.00	0.0%
School of Pharmacy	10.00	22.00	32.00	31.3%
Medical Sciences	4.00	6.00	10.00	40.0%
Pathobiological Sciences	6.00	12.00	18.00	33.3%
Comparative Biosciences	8.00	10.00	18.00	44.4%
Surgical Sciences	4.00	3.00	7.00	57.1%
Social Sciences	319.43	336.75	656.18	48.7%
Agricultural & Applied Economics	4.00	16.00	20.00	20.0%
Life Sciences Communication	4.00	3.50	7.50	53.3%
Community & Environmental Sociology	3.40	4.00	7.40	45.9%
School of Business	21.00	59.17	80.17	26.2%
Counseling Psychology	4.00	5.00	9.00	44.4%
Curriculum & Instruction	19.00	10.75	29.75	63.9%
Educational Leadership & Policy Analysis	6.00	8.00	14.00	42.9%
Educational Policy Studies	10.00	3.00	13.00	76.9%
Educational Psychology	8.00	14.00	22.00	36.4%
Rehabilitation Psychology & Special Education	10.00	4.00	14.00	71.4%
School of Human Ecology	29.25	9.00	38.25	76.5%
Law School	15.50	13.50	29.00	53.4%
Extension Faculty	47.73	30.00	77.73	61.4%
Anthropology	9.00	9.00	18.00	50.0%
Afro-American Studies	6.50	1.00	7.50	86.7%
Communication Arts	11.00	10.50	21.50	51.2%
Chicana/o Studies	0.75	0.00	0.75	100.0%
Economics	4.00	28.83	32.83	12.2%
Geography	7.50	13.00	20.50	36.6%
LaFollette School of Public Affairs	7.50	8.75	16.25	46.2%
School of Journalism & Mass Communication	7.00	9.50	16.50	42.4%
The Information School	5.00	5.50	10.50	47.6%
Political Science	10.00	20.25	30.25	33.1%
Psychology	17.00	16.00	33.00	51.5%
Social Work	14.00	4.00	18.00	77.8%
Sociology	8.50	14.50	23.00	37.0%
Planning & Landscape Architecture	6.00	9.00	15.00	40.0%
School of Nursing	21.00	1.00	22.00	95.5%
Liberal Arts & Applied Studies	1.80	2.00	3.80	47.4%
School for Workers	1.00	4.00	5.00	20.0%
Humanities	167.80	158.25	327.05	51.3%
Art	13.75	12.00	25.75	53.4%
Dance	5.75	3.00	8.75	65.7%
Theatre & Drama	2.00	4.00	6.00	33.3%

African Cultural Studies	2.00	6.00	8.00	25.0%
Art History	8.00	4.00	12.00	66.7%
Classical and Near Eastern Studies	3.00	8.00	11.00	27.3%
Comparative Literature	1.00	1.50	2.50	40.0%
Asian Languages & Cultures	8.50	8.00	16.50	51.5%
English	27.20	18.00	45.20	60.2%
French & Italian	10.00	6.25	16.25	61.5%
Center for Jewish Studies	1.00	0.50	1.50	66.7%
Religious Studies Program	2.00	0.00	2.00	100.0%
History	26.85	23.50	50.35	53.3%
Language Sciences Program	1.00	3.00	4.00	25.0%
School of Music	12.50	22.00	34.50	36.2%
Philosophy	4.00	13.00	17.00	23.5%
German, Nordic, & Slavic	16.00	13.50	29.50	54.2%
Spanish & Portuguese	10.00	11.00	21.00	47.6%
Gender & Women's Studies	13.25	1.00	14.25	93.0%

SOURCE: October 2020 HRS Frozen slice

NOTE: 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.)

NOTE: Individuals who choose to not report gender, or report a gender that is not man/woman (such as non-binary) are included in the Divisional totals but are not shown separately by department or division, to protect faculty confidentiality.

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Table 2. Number and Percent of Women Faculty in Science/Engineering by Rank and Department, 2020

Division/Department	Women			Men			Total			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	43.70	12.00	36.50	235.65	49.00	96.50	279.35	61.00	133.00	15.6%	19.7%	27.4%
Biological Systems Engineering	1.00	1.00	1.00	9.25	1.00	2.00	10.25	2.00	3.00	9.8%	50.0%	33.3%
Soil Science	1.00	0.00	1.00	7.00	1.00	2.00	8.00	1.00	3.00	12.5%	0.0%	33.3%
Chemical & Biological Engineering	1.00	0.00	0.00	10.00	2.00	3.00	11.00	2.00	3.00	9.1%	0.0%	0.0%
Civil & Environmental Engineering	1.50	1.00	4.00	13.75	5.00	7.00	15.25	6.00	11.00	9.8%	16.7%	36.4%
Electrical & Computer Engineering	4.00	0.00	5.00	20.00	6.00	8.50	24.00	6.00	13.50	16.7%	0.0%	37.0%
Biomedical Engineering	3.20	1.00	4.00	3.40	3.00	2.00	6.60	4.00	6.00	48.5%	25.0%	66.7%
Industrial & Systems Engineering	4.00	0.00	2.00	8.00	3.00	4.00	12.00	3.00	6.00	33.3%	0.0%	33.3%
Mechanical Engineering	0.00	0.00	2.00	14.00	7.00	11.00	14.00	7.00	13.00	0.0%	0.0%	15.4%
Materials Science & Engineering	3.00	0.00	0.00	9.00	0.00	4.00	12.00	0.00	4.00	25.0%	N/A	0.0%
Engineering Physics	1.00	0.00	3.00	10.25	0.00	6.00	11.25	0.00	9.00	8.9%	N/A	33.3%
Astronomy	3.00	2.00	1.00	5.00	0.00	1.00	8.00	2.00	2.00	37.5%	100.0%	50.0%
Chemistry	5.75	0.00	1.00	24.00	2.00	6.00	29.75	2.00	7.00	19.3%	0.0%	14.3%
Computer Sciences	2.00	0.00	3.00	21.00	3.00	13.00	23.00	3.00	16.00	8.7%	0.0%	18.8%
Geoscience	2.00	0.00	2.00	10.00	2.00	3.00	12.00	2.00	5.00	16.7%	0.0%	40.0%
Mathematics	3.00	5.00	1.50	23.50	8.00	12.00	26.50	13.00	13.50	11.3%	38.5%	11.1%
Atmospheric & Oceanic Sciences	0.00	1.00	3.00	9.00	0.00	1.00	9.00	1.00	4.00	0.0%	100.0%	75.0%
Physics	5.25	0.00	1.00	31.00	4.00	4.00	36.25	4.00	5.00	14.5%	0.0%	20.0%
Statistics	3.00	1.00	2.00	7.50	2.00	7.00	10.50	3.00	9.00	28.6%	33.3%	22.2%
Biological Sciences	128.30	75.00	87.25	307.85	95.00	104.30	436.15	170.00	191.55	29.4%	44.1%	45.5%
Animal & Dairy Science	0.00	2.00	4.00	15.00	0.00	6.00	15.00	2.00	10.00	0.0%	100.0%	40.0%
Agronomy	2.00	2.00	0.00	9.25	0.00	2.00	11.25	2.00	2.00	17.8%	100.0%	0.0%
Bacteriology	2.60	1.00	1.00	7.75	3.00	1.00	10.35	4.00	2.00	25.1%	25.0%	50.0%
Biochemistry	5.00	2.00	3.00	17.00	1.00	7.00	22.00	3.00	10.00	22.7%	66.7%	30.0%
Entomology	1.00	1.00	1.00	4.00	1.00	0.00	5.00	2.00	1.00	20.0%	50.0%	100.0%
Food Science	1.00	0.00	1.00	3.00	2.00	0.00	4.00	2.00	1.00	25.0%	0.0%	100.0%
Genetics	1.50	1.00	1.00	4.00	2.00	2.00	5.50	3.00	3.00	27.3%	33.3%	33.3%
Horticulture	0.00	2.00	3.00	5.00	1.00	0.00	5.00	3.00	3.00	0.0%	66.7%	100.0%
Nutritional Sciences	3.00	1.00	1.00	4.50	1.00	2.00	7.50	2.00	3.00	40.0%	50.0%	33.3%
Plant Pathology	4.00	2.00	3.00	2.50	4.00	0.00	6.50	6.00	3.00	61.5%	33.3%	100.0%
Forest & Wildlife Ecology	2.00	0.00	1.50	10.00	3.50	1.00	12.00	3.50	2.50	16.7%	0.0%	60.0%
Kinesiology	3.00	4.00	5.00	4.00	3.00	0.00	7.00	7.00	5.00	42.9%	57.1%	100.0%
Nelson Institute for Environmental Studies	3.00	3.00	2.25	3.00	0.50	0.00	6.00	3.50	2.25	50.0%	85.7%	100.0%
Botany	5.50	2.00	0.00	6.50	1.00	1.00	12.00	3.00	1.00	45.8%	66.7%	0.0%
Communicative Disorders	6.00	2.00	3.00	0.00	0.00	2.00	6.00	2.00	5.00	100.0%	100.0%	60.0%
Integrative Biology	6.00	1.00	1.00	8.00	2.00	3.00	14.00	3.00	4.00	42.9%	33.3%	25.0%
SMPH Admin	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0.00	0.0%	N/A	N/A
Anesthesiology	1.00	0.00	0.00	3.00	1.00	0.00	4.00	1.00	0.00	25.0%	0.0%	N/A
Cell & Regenerative Biology	3.00	4.00	3.00	3.00	0.00	4.00	6.00	4.00	7.00	50.0%	100.0%	42.9%
Biostatistics & Medical Informatics	1.50	1.00	2.25	7.50	1.00	9.75	9.00	2.00	12.00	16.7%	50.0%	18.8%
Family Medicine	1.00	0.00	0.00	1.00	2.00	2.00	2.00	2.00	2.00	50.0%	0.0%	0.0%
Genetics	1.50	0.00	0.00	4.00	0.00	1.00	5.50	0.00	1.00	27.3%	N/A	0.0%
Obstetrics & Gynecology	3.00	1.00	1.95	5.00	0.00	2.00	8.00	1.00	3.95	37.5%	100.0%	49.4%
Medical History & Bioethics	1.00	1.00	1.00	2.50	2.00	0.00	3.50	3.00	1.00	28.6%	33.3%	100.0%
Human Oncology	0.00	1.00	0.00	3.60	2.00	3.00	3.60	3.00	3.00	0.0%	33.3%	0.0%
Emergency Medicine	0.00	1.00	0.00	1.00	1.00	2.00	1.00	2.00	2.00	0.0%	50.0%	0.0%
Medicine	9.50	17.00	6.00	32.40	16.00	8.00	41.90	33.00	14.00	22.7%	51.5%	42.9%
Dermatology	1.00	0.00	0.00	5.00	0.00	1.00	6.00	0.00	1.00	16.7%	N/A	0.0%
Medical Microbiology	3.60	0.00	2.00	3.00	3.00	0.00	6.60	3.00	2.00	54.5%	0.0%	100.0%

Medical Physics	1.80	0.00	0.00	10.00	3.00	5.25	11.80	3.00	5.25	15.3%	0.0%	0.0%
Neurology	2.00	2.00	3.00	0.50	1.00	2.80	2.50	3.00	5.80	80.0%	66.7%	51.7%
Neurological Surgery	0.00	0.00	1.00	5.00	1.00	1.00	5.00	1.00	2.00	0.0%	0.0%	50.0%
Oncology	5.50	1.00	0.00	9.50	1.00	2.00	15.00	2.00	2.00	36.7%	50.0%	0.0%
Ophthalmology & Visual Sciences	3.50	1.00	4.00	5.00	0.00	0.00	8.50	1.00	4.00	41.2%	100.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	1.00	3.00	2.00	2.75	4.00	3.00	3.75	25.0%	33.3%	26.7%
Neuroscience	3.00	0.00	1.00	10.00	3.00	2.00	13.00	3.00	3.00	23.1%	0.0%	33.3%
Pathology & Laboratory Medicine	2.00	2.00	0.00	7.00	1.00	1.00	9.00	3.00	1.00	22.2%	66.7%	0.0%
Pediatrics	7.50	2.00	2.00	5.60	4.00	3.75	13.10	6.00	5.75	57.3%	33.3%	34.8%
Biomolecular Chemistry	2.80	1.00	1.00	6.75	1.00	0.00	9.55	2.00	1.00	29.3%	50.0%	100.0%
Population Health Sciences	4.50	2.00	5.30	4.60	2.00	0.00	9.10	4.00	5.30	49.5%	50.0%	100.0%
Psychiatry	4.00	1.00	1.00	5.40	5.00	2.00	9.40	6.00	3.00	42.6%	16.7%	33.3%
Radiology	1.00	0.00	2.00	9.00	3.00	5.00	10.00	3.00	7.00	10.0%	0.0%	28.6%
Surgery	8.00	2.00	5.00	15.00	6.00	4.00	23.00	8.00	9.00	34.8%	25.0%	55.6%
Urology	0.00	0.00	0.00	4.00	0.00	1.00	4.00	0.00	1.00	0.0%	N/A	0.0%
School of Pharmacy	3.00	3.00	4.00	11.00	5.00	6.00	14.00	8.00	10.00	21.4%	37.5%	40.0%
Medical Sciences	1.00	2.00	1.00	5.00	0.00	1.00	6.00	2.00	2.00	16.7%	100.0%	50.0%
Pathobiological Sciences	2.00	0.00	4.00	9.00	0.00	3.00	11.00	0.00	7.00	18.2%	N/A	57.1%
Comparative Biosciences	3.00	2.00	3.00	4.00	4.00	2.00	7.00	6.00	5.00	42.9%	33.3%	60.0%
Surgical Sciences	1.00	1.00	2.00	3.00	0.00	0.00	4.00	1.00	2.00	25.0%	100.0%	100.0%
Social Sciences	137.93	94.50	87.00	198.75	77.00	61.00	336.68	171.50	148.00	41.0%	55.1%	58.8%
Agricultural & Applied Economics	2.00	0.00	2.00	10.00	4.00	2.00	12.00	4.00	4.00	16.7%	0.0%	50.0%
Life Sciences Communication	1.00	0.00	3.00	1.50	1.00	1.00	2.50	1.00	4.00	40.0%	0.0%	75.0%
Community & Environmental Sociology	2.00	0.40	1.00	2.00	1.00	1.00	4.00	1.40	2.00	50.0%	28.6%	50.0%
School of Business	5.00	8.00	8.00	30.17	16.00	13.00	35.17	24.00	21.00	14.2%	33.3%	38.1%
Counseling Psychology	2.00	2.00	0.00	2.00	1.00	2.00	4.00	3.00	2.00	50.0%	66.7%	0.0%
Curriculum & Instruction	8.00	5.00	6.00	4.75	2.00	4.00	12.75	7.00	10.00	62.7%	71.4%	60.0%
Educational Leadership & Policy Analysis	5.00	0.00	1.00	5.00	1.00	2.00	10.00	1.00	3.00	50.0%	0.0%	33.3%
Educational Policy Studies	3.00	4.00	3.00	2.00	0.00	1.00	5.00	4.00	4.00	60.0%	100.0%	75.0%
Educational Psychology	4.00	3.00	1.00	7.00	6.00	1.00	11.00	9.00	2.00	36.4%	33.3%	50.0%
Rehabilitation Psychology & Special Education	3.00	3.00	4.00	4.00	0.00	0.00	7.00	3.00	4.00	42.9%	100.0%	100.0%
School of Human Ecology	11.00	7.00	11.25	4.00	4.00	1.00	15.00	11.00	12.25	73.3%	63.6%	91.8%
Law School	9.50	3.00	3.00	8.50	1.00	4.00	18.00	4.00	7.00	52.8%	75.0%	42.9%
Extension Faculty	15.63	31.10	1.00	17.00	13.00	0.00	32.63	44.10	1.00	47.9%	70.5%	100.0%
Anthropology	7.00	1.00	1.00	6.00	3.00	0.00	13.00	4.00	1.00	53.8%	25.0%	100.0%
Afro-American Studies	3.50	1.00	2.00	0.00	0.00	1.00	3.50	1.00	3.00	100.0%	100.0%	66.7%
Communication Arts	4.00	4.00	3.00	6.50	3.00	1.00	10.50	7.00	4.00	38.1%	57.1%	75.0%
Chicana/o Studies	0.00	0.00	0.75	0.00	0.00	0.00	0.00	0.75	0.75	N/A	N/A	100.0%
Economics	3.00	0.00	1.00	16.83	5.00	7.00	19.83	5.00	8.00	15.1%	0.0%	12.5%
Geography	2.00	4.00	1.50	9.00	2.00	2.00	11.00	6.00	3.50	18.2%	66.7%	42.9%
LaFollette School of Public Affairs	0.50	3.00	4.00	5.75	1.00	2.00	6.25	4.00	6.00	8.0%	75.0%	66.7%
School of Journalism & Mass Communication	3.00	2.00	2.00	6.50	1.00	2.00	9.50	3.00	4.00	31.6%	66.7%	50.0%
The Information School	3.00	1.00	1.00	0.50	2.00	3.00	3.50	3.00	4.00	85.7%	33.3%	25.0%
Political Science	6.00	2.00	2.00	15.25	3.00	2.00	21.25	5.00	4.00	28.2%	40.0%	50.0%
Psychology	14.00	1.00	2.00	12.00	2.00	2.00	26.00	3.00	4.00	53.8%	33.3%	50.0%
Social Work	5.00	1.00	8.00	3.00	0.00	1.00	8.00	1.00	9.00	62.5%	100.0%	88.9%
Sociology	5.00	2.00	1.50	9.50	3.00	2.00	14.50	5.00	3.50	34.5%	40.0%	42.9%
Planning & Landscape Architecture	3.00	1.00	2.00	7.00	1.00	1.00	10.00	2.00	3.00	30.0%	50.0%	66.7%
School of Nursing	7.00	3.00	11.00	0.00	0.00	1.00	7.00	3.00	12.00	100.0%	100.0%	91.7%
Liberal Arts & Applied Studies	0.80	1.00	0.00	0.00	0.00	2.00	0.80	1.00	2.00	100.0%	100.0%	0.0%
School for Workers	0.00	1.00	0.00	3.00	1.00	0.00	3.00	2.00	0.00	0.0%	50.0%	N/A
Humanities	79.20	46.10	42.50	94.75	36.00	27.50	173.95	82.10	71.00	45.5%	56.2%	59.9%
Art	5.00	5.00	3.75	11.00	1.00	0.00	16.00	6.00	3.75	31.3%	83.3%	100.0%
Dance	2.00	2.00	1.75	2.00	0.00	1.00	4.00	2.00	2.75	50.0%	100.0%	63.6%
Theatre & Drama	0.00	0.00	2.00	2.00	1.00	1.00	2.00	1.00	3.00	0.0%	0.0%	66.7%

African Cultural Studies	1.00	0.00	1.00	2.00	1.00	3.00	3.00	1.00	4.00	33.3%	0.0%	25.0%
Art History	5.00	2.00	1.00	3.00	0.00	1.00	8.00	2.00	2.00	62.5%	100.0%	50.0%
Classical and Near Eastern Studies	1.00	1.00	1.00	5.00	3.00	0.00	6.00	4.00	1.00	16.7%	25.0%	100.0%
Comparative Literature	0.00	1.00	0.00	1.50	0.00	0.00	1.50	1.00	0.00	0.0%	100.0%	N/A
Asian Languages & Cultures	5.00	2.00	1.50	3.00	3.00	2.00	8.00	5.00	3.50	62.5%	40.0%	42.9%
English	12.20	7.00	8.00	13.00	4.00	1.00	25.20	11.00	9.00	48.4%	63.6%	88.9%
French & Italian	4.00	5.00	1.00	5.25	1.00	0.00	9.25	6.00	1.00	43.2%	83.3%	100.0%
Center for Jewish Studies	1.00	0.00	0.00	0.50	0.00	0.00	1.50	0.00	0.00	66.7%	N/A	N/A
Religious Studies Program	1.00	0.00	1.00	0.00	0.00	0.00	1.00	0.00	1.00	100.0%	N/A	100.0%
History	12.50	6.60	7.75	10.50	7.00	6.00	23.00	13.60	13.75	54.3%	48.5%	56.4%
Language Sciences Program	1.00	0.00	0.00	2.00	0.00	1.00	3.00	0.00	1.00	33.3%	N/A	0.0%
School of Music	7.50	2.00	3.00	17.00	2.00	3.00	24.50	4.00	6.00	30.6%	50.0%	50.0%
Philosophy	1.00	2.00	1.00	8.00	4.00	1.00	9.00	6.00	2.00	11.1%	33.3%	50.0%
German, Nordic, & Slavic	9.00	3.00	4.00	4.00	3.00	6.50	13.00	6.00	10.50	69.2%	50.0%	38.1%
Spanish & Portuguese	7.00	3.00	0.00	5.00	6.00	0.00	12.00	9.00	0.00	58.3%	33.3%	N/A
Gender & Women's Studies	4.00	4.50	4.75	0.00	0.00	1.00	4.00	4.50	5.75	100.0%	100.0%	82.6%

SOURCE: October 2020 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.)

NOTE: Individuals who choose to not report gender, or report a gender that is not man/woman (such as non-binary) are included in the Divisional totals but are not shown separately by department or division, to protect faculty confidentiality.

Prepared by : Jennifer Sheridan, WISELI

Table 3a. Tenure Promotion Outcomes by Gender, 2020

2016 - 2020

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	18	18	100.0%	42	42	100.0%
Biological Sciences	36	36	100.0%	55	53	96.4%
Social Sciences	49	48	98.0%	45	44	97.8%
Humanities	47	47	100.0%	35	33	94.3%

SOURCE: Office of the Secretary of the Faculty.

Table 3b. Tenure Promotion Outcomes by Gender, 2023

Physical Sciences

Entering Cohort	Women & Non-Binary				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	18	0.0%	11.1%	88.9%	53	0.0%	13.2%	86.8%
2007-11	11	0.0%	27.3%	72.7%	45	2.2%	28.9%	68.9%
2011-15	10	0.0%	40.0%	60.0%	43	0.0%	14.0%	86.0%
2015-19	24	37.5%	12.5%	50.0%	62	35.5%	14.5%	50.0%
2019-23	40	97.5%	0.0%	2.5%	76	88.2%	6.6%	5.3%

Biological Sciences

Entering Cohort	Women & Non-Binary				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	38	0.0%	21.1%	78.9%	64	0.0%	25.0%	75.0%
2007-11	39	0.0%	15.4%	84.6%	73	0.0%	23.3%	76.7%
2011-15	57	1.8%	17.5%	80.7%	64	3.1%	26.6%	70.3%
2015-19	49	42.9%	22.4%	34.7%	68	36.8%	16.2%	47.1%
2019-23	68	91.2%	2.9%	5.9%	69	91.3%	2.9%	5.8%

Social Sciences

Entering Cohort	Women & Non-Binary				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	59	0.0%	32.2%	67.8%	49	0.0%	38.8%	61.2%
2007-11	52	0.0%	34.6%	65.4%	52	0.0%	32.7%	67.3%
2011-15	67	0.0%	32.8%	67.2%	66	3.0%	33.3%	63.6%
2015-19	46	41.3%	23.9%	34.8%	28	39.3%	14.3%	46.4%
2019-23	72	91.7%	6.9%	1.4%	53	84.9%	7.5%	7.5%

Humanities

Entering Cohort	Women & Non-Binary				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	23	0.0%	30.4%	69.6%	23	0.0%	17.4%	82.6%
2007-11	19	0.0%	31.6%	68.4%	16	0.0%	18.8%	81.3%
2011-15	40	0.0%	22.5%	77.5%	31	0.0%	25.8%	74.2%
2015-19	27	55.6%	14.8%	29.6%	12	25.0%	25.0%	50.0%
2019-23	41	75.6%	7.3%	17.1%	29	82.8%	10.3%	6.9%

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. No adjustments made for extensions, pre-UW tenure progress.

NOTE: Cohorts consist of 4-year windows of new (Assistant Professor) hires, from May 15 to May 14.

Table 5a. Time at Institution (Median Number of Years) by Gender and Rank, 2020

Division/Department	Women				Men				Total				Women's Median as % of Men's			
	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant	ALL	Full	Associate	Assistant
All Faculty	8.0	17.0	8.0	1.0	13.0	19.0	8.0	2.0	11.0	19.0	8.0	2.0	61.5%	89.5%	100.0%	50.0%
Physical Sciences	7.0	17.0	8.0	1.0	13.0	20.0	8.0	2.0	12.0	19.0	8.0	1.0	53.8%	85.0%	100.0%	50.0%
Biological Sciences	8.0	17.0	8.0	2.0	14.0	19.0	9.0	3.0	12.0	19.0	9.0	2.0	57.1%	89.5%	88.9%	66.7%
Social Sciences	8.0	16.0	8.0	2.0	12.0	18.0	8.0	2.0	10.0	18.0	8.0	2.0	66.7%	88.9%	100.0%	100.0%
Humanities	10.0	20.0	8.0	1.0	14.0	20.0	9.0	1.0	11.0	20.0	8.0	1.0	71.4%	100.0%	100.0%	100.0%

SOURCE: October 2020 HRS Frozen slice

NOTE: Individuals who choose to not report gender, or report a gender that is not man/woman (such as non-binary) are included in the "All Faculty" totals but are not shown separately by department or division, to protect faculty confidentiality.

Prepared by : Jennifer Sheridan, WISELI

Table 5b. Attrition by Gender, 2019-2020

	Headcounts			%		
	Retired	Resigned	2019 Total Faculty	Retired	Resigned	Left UW
Total	78	33	2266	3.4%	1.5%	4.9%
Women	18	14	848	2.1%	1.7%	3.8%
Men	60	19	1418	4.2%	1.3%	5.6%
Physical Sciences						
Women	0	3	80	0.0%	3.8%	3.8%
Men	15	4	380	3.9%	1.1%	5.0%
Biological Sciences						
Women	6	5	286	2.1%	1.7%	3.8%
Men	23	7	523	4.4%	1.3%	5.7%
Social Sciences						
Women	10	4	325	3.1%	1.2%	4.3%
Men	12	6	356	3.4%	1.7%	5.1%
Humanities						
Women	2	2	157	1.3%	1.3%	2.5%
Men	10	2	159	6.3%	1.3%	7.5%

SOURCE: October 2019 and 2020 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, 2020

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	44	240	15.5%	5	13	27.8%	11.4%	5.4%
Biological Sciences	134	291	31.5%	15	30	33.3%	11.2%	10.3%
Social Sciences	134	201	40.0%	19	18	51.4%	14.2%	9.0%
Humanities	80	94	46.0%	9	9	50.0%	11.3%	9.6%
Total	392	826	32.2%	48	70	40.7%	12.2%	8.5%

SOURCE: HRS appointment system frozen slice, October 2020.

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, 2020

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	44	242	15.4%	1	8	11.1%	2.3%	3.3%
Biological Sciences	134	319	29.6%	6	18	25.0%	4.5%	5.6%
Social Sciences	149	208	41.7%	9	11	45.0%	6.0%	5.3%
Humanities	80	95	45.7%	0	2	0.0%	0.0%	2.1%
Total	407	864	32.0%	16	39	29.1%	3.9%	4.5%

SOURCE: HRS Frozen Appointment Data view, October 2020.

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, 2020

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	44	242	15.4%	1	2	33.3%	2.3%	0.8%
Biological Sciences	134	319	29.6%	3	1	75.0%	2.2%	0.3%
Social Sciences	149	208	41.7%	1	3	25.0%	0.7%	1.4%
Humanities	80	95	45.7%	1	0	100.0%	1.3%	0.0%
Total	407	864	32.0%	6	6	50.0%	1.5%	0.7%

SOURCE: HRS Frozen Appointment Data view, October 2020.

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, 2020

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	44	242	15.4%	0	5	0.0%	0.0%	2.1%
Biological Sciences	134	319	29.6%	6	15	28.6%	4.5%	4.7%
Social Sciences	149	208	41.7%	10	6	62.5%	6.7%	2.9%
Humanities	80	95	45.7%	3	3	50.0%	3.8%	3.2%
Total	407	864	32.0%	19	29	39.6%	4.7%	3.4%

SOURCE: HRS appointment system frozen slice, October 2020.

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, 2020

	<u>Women</u>	<u>Men</u>	<u>% Women</u>
Named Professorships			
Vilas Research Professors	9	8	52.9%
Vilas Distinguished Achievement	43	66	39.4%
Hilldale Professors	3	4	42.9%
Evjue-Bascom Professors	4	5	44.4%
Named-Bascom Professors	25	41	37.9%
Steenbock Professors	0	9	0.0%
WARF Professorships	22	52	29.7%
Other named professorships	107	295	26.6%
Holds two named professorships	23	62	27.1%
New named professorships	16	33	32.7%
Number holding named professorships	188	412	31.3%
Full Professors at UW-Madison	407	865	32.0%
Major Awards			
Vilas Associate Award	9	14	39.1%
Hilldale Award	2	2	50.0%
H. I. Romnes Faculty Fellowship	8	6	57.1%
WARF Kellett Mid-Career Award	4	7	36.4%
Tenured Professors at UW-Madison	641	1134	36.1%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2020.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2020; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2020.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women on Influential Committees, 2020

	Women & Non- Binary	Men	% Women & Non- Binary
Executive & Legislative TOTAL	134	193	41.0%
University Committee	4	2	66.7%
Faculty Senate/Senators Total	130	191	40.5%
<i>Physical Sciences</i>	6	29	17.1%
<i>Biological Sciences</i>	21	39	35.0%
<i>Social Sciences</i>	28	32	46.7%
<i>Arts & Humanities</i>	14	17	45.2%
Faculty Senate/Alternates Total	61	74	45.2%
<i>Physical Sciences</i>	4	23	14.8%
<i>Biological Sciences</i>	26	31	45.6%
<i>Social Sciences</i>	23	16	59.0%
<i>Arts & Humanities</i>	8	4	66.7%
Instruction, Education and Student Policies	31	48	39.2%
Athletic Board	4	8	33.3%
Dean of Students Advisory	1	3	25.0%
Graduate Faculty Executive Committee	8	11	42.1%
Health Care Advisory	1	3	25.0%
Officer Education	3	6	33.3%
Undergraduate Recruitment, Admissions And Financial Aid (CURAFA)	2	3	40.0%
University Academic Planning Council (UAPC)	7	3	70.0%
University Curriculum	2	6	25.0%
University Libraries (ULC)	3	5	37.5%
Campus Operations	12	21	36.4%
Budget	2	2	50.0%
Campus Planning	3	8	27.3%
Campus Transportation	2	1	66.7%
Information Technology (ITC)	3	7	30.0%
Rec Well Board	0	3	0.0%
University Child Care	2	0	100.0%
Diversity and Climate	16	6	72.7%
Campus Diversity and Climate	3	1	75.0%
Committee for Women in the University	6	0	100.0%
Disability Access and Inclusion	2	1	66.7%
Immigration and International Issues	0	4	0.0%
LGBTQ+ Committee	5	0	100.0%
Policy and Personnel, and Governance	37	49	43.0%
Committee on Committees	7	0	100.0%
Divisional Committee Arts & Humanities	3	9	25.0%
Divisional Committee Biological Sciences	5	7	41.7%
Divisional Committee Physical Sciences	4	8	33.3%
Divisional Committee Social Sciences	4	8	33.3%
Divisional Committee Review Council	2	2	50.0%
Faculty Rights and Responsibilities (CFRR)	4	5	44.4%
Retirement Issues	1	2	33.3%
University Research Council	4	5	44.4%
Faculty Consultative Committee On Financial Emergency	3	3	50.0%
Awards	20	20	50.0%
Distinguished Teaching Awards Committee	3	2	60.0%
Honorary Degrees	11	15	42.3%
Knapp Bequest	4	0	100.0%
University Lectures Committee	2	3	40.0%
All Faculty	896	1425	38.6%
Physical Sciences	92	387	19.2%
Biological Sciences	297	523	36.2%
Social Sciences	340	358	48.7%
Arts & Humanities	167	157	51.5%

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 2/1/2021. Totals from HRS appointment system frozen slice October 2020.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2020. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests.

NOTE: Individuals who choose to not report gender, or report a gender that is not man/woman (such as non-binary), are included with those identifying as "women".

Prepared by: Jennifer Sheridan, WISELI

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2020

Division/Department	Women, Median	Men, Median	Total, Median	Women's Median as % of Men's
Physical Sciences	\$130,622	\$149,905	\$144,646	87.1%
Biological Systems Engineering	116,906	149,795	147,174	78.0%
Soil Science	113,363	117,405	117,405	96.6%
Chemical & Biological Engineering	191,416	153,566	158,671	124.6%
Civil & Environmental Engineering	124,498	130,977	130,977	95.1%
Electrical & Computer Engineering	120,000	146,998	145,154	81.6%
Biomedical Engineering	136,393	155,000	141,730	88.0%
Industrial & Systems Engineering	163,499	158,810	159,338	103.0%
Mechanical Engineering	108,058	124,970	124,608	86.5%
Materials Science & Engineering	179,671	159,246	172,908	112.8%
Engineering Physics	111,050	150,450	146,491	73.8%
Astronomy	121,468	142,605	136,211	85.2%
Chemistry	160,000	160,649	160,000	99.6%
Computer Sciences	125,000	173,445	172,469	72.1%
Geoscience	126,794	149,041	149,041	85.1%
Mathematics	127,216	140,295	136,346	90.7%
Atmospheric & Oceanic Sciences	94,650	158,494	153,540	59.7%
Physics	165,000	154,541	154,541	106.8%
Statistics	139,947	123,466	133,542	113.3%
Biological Sciences	\$118,517	\$124,698	\$122,727	95.0%
Animal & Dairy Science	102,000	120,570	120,203	84.6%
Agronomy	122,789	120,904	120,904	101.6%
Bacteriology	136,130	146,274	137,388	93.1%
Biochemistry	134,727	149,251	142,076	90.3%
Entomology	105,059	135,308	135,213	77.6%
Food Science	103,616	132,059	115,566	78.5%
Genetics	120,573	127,921	126,673	94.3%
Horticulture	92,325	135,198	115,436	68.3%
Nutritional Sciences	137,143	145,097	137,143	94.5%
Plant Pathology	126,464	122,328	122,328	103.4%
Forest & Wildlife Ecology	130,455	121,270	124,003	107.6%
Kinesiology	99,594	100,183	99,805	99.4%
Nelson Institute for Environmental Studies	106,477	123,728	123,728	86.1%
Botany	129,462	164,163	140,423	78.9%
Communicative Disorders	119,612	90,203	114,918	132.6%
Integrative Biology	141,673	145,231	143,345	97.5%
SMPH Admin	N/A	168,298	168,298	N/A
Anesthesiology	166,909	133,347	159,901	125.2%
Cell & Regenerative Biology	115,526	106,720	112,289	108.3%
Biostatistics & Medical Informatics	138,639	124,592	124,592	111.3%
Family Medicine	118,517	105,591	112,054	112.2%
Genetics	146,227	141,572	141,572	103.3%
Obstetrics & Gynecology	114,657	144,571	115,573	79.3%
Medical History & Bioethics	94,361	109,672	109,290	86.0%
Human Oncology	81,481	98,414	88,571	82.8%
Emergency Medicine	143,263	98,182	98,182	145.9%
Medicine	108,491	112,587	108,491	96.4%
Dermatology	158,564	149,919	158,564	105.8%

Medical Microbiology	134,898	125,739	125,787	107.3%
Medical Physics	135,905	129,296	135,905	105.1%
Neurology	95,509	85,335	91,095	111.9%
Neurological Surgery	125,182	91,800	97,398	136.4%
Oncology	141,714	153,549	144,682	92.3%
Ophthalmology & Visual Sciences	116,836	151,271	147,605	77.2%
Orthopedics & Rehabilitation	63,332	84,697	82,626	74.8%
Neuroscience	156,257	129,220	137,286	120.9%
Pathology & Laboratory Medicine	144,604	168,285	149,465	85.9%
Pediatrics	134,380	125,182	134,380	107.3%
Biomolecular Chemistry	146,577	172,216	155,108	85.1%
Population Health Sciences	116,836	136,136	117,578	85.8%
Psychiatry	101,189	104,973	104,973	96.4%
Radiology	81,818	98,364	97,594	83.2%
Surgery	102,273	81,145	91,777	126.0%
Urology	N/A	130,272	130,272	N/A
School of Pharmacy	106,438	128,771	118,316	82.7%
Medical Sciences	111,434	134,271	126,067	83.0%
Pathobiological Sciences	102,626	134,829	131,051	76.1%
Comparative Biosciences	122,921	116,329	118,172	105.7%
Surgical Sciences	112,352	166,909	137,693	67.3%
Social Sciences	\$115,000	\$153,030	\$133,750	75.1%
Agricultural & Applied Economics	137,577	154,128	153,259	89.3%
Life Sciences Communication	89,900	89,884	89,884	100.0%
Community & Environmental Sociology	120,382	114,143	118,802	105.5%
School of Business	221,650	238,772	237,000	92.8%
Counseling Psychology	115,647	95,705	102,143	120.8%
Curriculum & Instruction	98,726	117,431	102,918	84.1%
Educational Leadership & Policy Analysis	144,827	148,089	148,089	97.8%
Educational Policy Studies	92,299	145,002	94,168	63.7%
Educational Psychology	118,450	128,226	118,450	92.4%
Rehabilitation Psychology & Special Education	99,936	128,812	115,450	77.6%
School of Human Ecology	105,709	122,247	109,181	86.5%
Law School	188,146	188,319	188,233	99.9%
Extension Faculty	54,488	63,332	56,014	86.0%
Anthropology	145,609	134,248	136,310	108.5%
Afro-American Studies	109,683	96,900	103,626	113.2%
Communication Arts	113,220	122,804	120,000	92.2%
Chicana/o Studies	95,288	N/A	95,288	N/A
Economics	273,416	275,400	275,400	99.3%
Geography	110,428	117,963	116,594	93.6%
LaFollette School of Public Affairs	132,600	174,685	147,900	75.9%
School of Journalism & Mass Communication	107,560	158,323	121,522	67.9%
The Information School	109,926	94,899	105,000	115.8%
Political Science	165,930	162,317	165,493	102.2%
Psychology	161,282	156,747	160,466	102.9%
Social Work	104,388	177,436	110,420	58.8%
Sociology	141,672	142,848	142,260	99.2%
Planning & Landscape Architecture	102,216	125,258	115,701	81.6%
School of Nursing	97,601	90,000	97,386	108.4%
Liberal Arts & Applied Studies	87,210	82,023	87,210	106.3%
School for Workers	88,382	82,520	82,698	107.1%
Humanities	\$102,264	\$106,994	\$105,496	95.6%

Art	91,676	109,291	106,343	83.9%
Dance	99,968	97,375	97,375	102.7%
Theatre & Drama	75,750	109,420	76,500	69.2%
African Cultural Studies	111,914	79,066	82,636	141.5%
Art History	108,627	112,202	110,345	96.8%
Classical and Near Eastern Studies	93,182	104,864	103,031	88.9%
Comparative Literature	85,156	81,654	85,156	104.3%
Asian Languages & Cultures	106,030	101,703	106,030	104.3%
English	99,223	124,856	112,000	79.5%
French & Italian	98,758	115,271	106,084	85.7%
Center for Jewish Studies	122,255	136,274	122,255	89.7%
Religious Studies Program	101,236	N/A	101,236	N/A
History	108,212	108,621	108,212	99.6%
Language Sciences Program	121,209	113,598	117,404	106.7%
School of Music	100,922	103,414	102,812	97.6%
Philosophy	105,375	130,050	117,893	81.0%
German, Nordic, & Slavic	101,550	82,774	92,520	122.7%
Spanish & Portuguese	104,447	97,841	100,027	106.8%
Gender & Women's Studies	103,141	86,700	99,489	119.0%

SOURCE: October 2020 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.

NOTE: Individuals who choose to not report gender, or report a gender that is not man/woman (such as non-binary) are included in the "All Faculty" totals but are not shown separately by department or division, to protect faculty confidentiality.

Prepared by : Jennifer Sheridan, WISELI

Table 10b. Salary of Science & Engineering Faculty by Gender (Controlling for Department and Rank), 2020

Division/Department	Women's Median Salary			Men's Median Salary			Total Median Salary			Women's Median Salary as % of Men's		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	\$164,999	\$124,241	\$105,219	\$165,508	\$127,153	\$106,121	\$164,999	\$126,605	\$106,121	99.7%	97.7%	99.2%
Biological Systems Engineering	136,080	116,906	95,880	158,564	117,300	101,711	151,373	117,103	95,880	85.8%	99.7%	94.3%
Soil Science	121,507	N/A	105,219	121,691	113,596	95,185	121,599	113,596	95,370	99.8%	N/A	110.5%
Chemical & Biological Engineering	191,416	N/A	N/A	179,680	124,680	107,000	188,700	124,680	107,000	106.5%	N/A	N/A
Civil & Environmental Engineering	147,818	135,036	108,869	157,003	125,480	105,060	151,547	126,317	105,060	94.1%	107.6%	103.6%
Electrical & Computer Engineering	166,639	N/A	107,500	169,282	150,985	110,629	167,368	150,985	108,037	98.4%	N/A	97.2%
Biomedical Engineering	162,997	136,393	103,500	224,690	155,000	100,824	164,999	145,697	102,000	72.5%	88.0%	102.7%
Industrial & Systems Engineering	168,339	N/A	106,101	181,748	132,792	102,000	176,588	132,792	102,000	92.6%	N/A	104.0%
Mechanical Engineering	N/A	N/A	108,058	163,237	125,341	110,160	163,237	125,341	110,160	N/A	N/A	98.1%
Materials Science & Engineering	179,671	N/A	N/A	179,019	N/A	105,561	179,345	N/A	105,561	100.4%	N/A	N/A
Engineering Physics	174,991	N/A	107,100	170,340	N/A	111,100	170,580	N/A	110,000	102.7%	N/A	96.4%
Astronomy	137,713	109,803	91,000	142,938	N/A	91,000	142,605	109,803	91,000	96.3%	N/A	100.0%
Chemistry	163,837	N/A	95,880	168,300	137,809	97,318	164,324	137,809	95,880	97.3%	N/A	98.5%
Computer Sciences	193,558	N/A	123,000	198,924	161,956	122,400	198,856	161,956	122,400	97.3%	N/A	100.5%
Geoscience	159,689	N/A	95,370	152,659	112,773	96,977	154,080	112,773	96,900	104.6%	N/A	98.3%
Mathematics	190,509	126,605	108,000	155,804	121,096	102,000	155,804	121,877	102,000	122.3%	104.5%	105.9%
Atmospheric & Oceanic Sciences	N/A	120,288	91,800	158,585	N/A	103,000	158,585	120,288	94,650	N/A	N/A	89.1%
Physics	165,000	N/A	105,060	164,487	127,500	105,030	165,000	127,500	105,060	100.3%	N/A	100.0%
Statistics	166,288	133,542	121,650	173,706	123,447	117,300	173,706	123,466	117,300	95.7%	108.2%	103.7%
Biological Sciences	\$148,415	\$111,106	\$95,726	\$150,426	\$109,554	\$96,545	\$150,000	\$110,237	\$95,880	98.7%	101.4%	99.2%
Animal & Dairy Science	N/A	130,835	95,693	123,896	N/A	102,500	123,896	130,835	99,000	N/A	N/A	93.4%
Agronomy	159,729	100,473	N/A	158,724	N/A	90,388	158,724	100,473	90,388	100.6%	N/A	N/A
Bacteriology	157,463	125,838	91,700	150,221	121,016	96,323	150,221	122,241	94,012	104.8%	104.0%	95.2%
Biochemistry	153,000	124,346	95,880	154,969	117,981	104,318	153,673	117,981	100,062	98.7%	105.4%	91.9%
Entomology	168,946	105,059	91,800	146,613	110,237	N/A	157,918	107,648	91,800	115.2%	95.3%	N/A
Food Science	114,907	N/A	92,325	140,730	112,902	N/A	136,395	112,902	92,325	81.7%	N/A	N/A
Genetics	133,421	120,573	93,840	146,078	125,869	94,420	143,673	123,816	93,840	91.3%	95.8%	99.4%
Horticulture	N/A	95,298	92,325	135,682	115,436	N/A	135,682	115,436	92,325	N/A	N/A	82.6%
Nutritional Sciences	137,277	107,863	108,533	145,097	111,430	95,406	145,097	109,647	100,609	94.6%	96.8%	113.8%
Plant Pathology	147,507	117,061	95,880	164,374	112,928	N/A	156,095	112,928	95,880	89.7%	103.7%	N/A
Forest & Wildlife Ecology	133,827	N/A	94,860	134,424	116,307	91,800	133,827	116,307	91,800	99.6%	N/A	103.3%
Kinesiology	148,889	96,334	84,659	151,126	95,880	N/A	148,889	95,880	84,659	98.5%	100.5%	N/A
Nelson Institute for Environmental Studies	149,729	106,477	89,760	123,728	100,072	N/A	132,678	100,151	89,760	121.0%	106.4%	N/A
Botany	134,464	99,519	N/A	164,220	108,283	90,176	157,677	108,283	90,176	81.9%	91.9%	N/A
Communicative Disorders	191,555	110,509	86,700	N/A	N/A	90,203	191,555	110,509	90,203	N/A	N/A	96.1%
Integrative Biology	144,288	97,001	99,015	159,101	108,412	98,000	151,163	97,001	98,508	90.7%	89.5%	101.0%
SMPH Admin	N/A	N/A	N/A	168,298	N/A	N/A	168,298	N/A	N/A	N/A	N/A	N/A
Anesthesiology	166,909	N/A	N/A	159,901	93,565	N/A	163,106	93,565	N/A	104.4%	N/A	N/A
Cell & Regenerative Biology	158,901	111,697	108,533	184,165	N/A	98,891	171,533	111,697	102,273	86.3%	N/A	109.8%
Biostatistics & Medical Informatics	183,215	138,639	104,191	184,091	140,065	104,191	183,653	139,352	104,191	99.5%	99.0%	100.0%
Family Medicine	118,517	N/A	N/A	155,480	118,564	97,081	136,998	118,564	97,081	76.2%	N/A	N/A
Genetics	146,227	N/A	N/A	143,173	N/A	106,364	144,774	N/A	106,364	102.1%	N/A	N/A
Obstetrics & Gynecology	115,573	79,872	81,818	144,882	N/A	79,981	144,727	79,872	81,818	79.8%	N/A	102.3%
Medical History & Bioethics	203,951	94,361	91,800	149,175	105,501	N/A	149,175	101,712	91,800	136.7%	89.4%	N/A
Human Oncology	N/A	81,481	N/A	107,809	109,571	76,407	107,809	98,414	76,407	N/A	N/A	74.4%
Emergency Medicine	N/A	143,263	N/A	158,371	60,058	98,182	158,371	101,660	98,182	N/A	238.5%	N/A
Medicine	160,369	106,737	88,395	139,832	100,080	94,091	145,092	101,761	89,982	114.7%	106.7%	93.9%
Dermatology	158,564	N/A	N/A	167,857	N/A	82,051	163,211	N/A	82,051	94.5%	N/A	N/A

Medical Microbiology	142,567	N/A	94,872	151,436	125,692	N/A	151,436	125,692	94,872	94.1%	N/A	N/A
Medical Physics	135,905	N/A	N/A	150,537	117,487	114,545	150,537	117,487	114,545	90.3%	N/A	N/A
Neurology	154,628	90,383	95,509	122,200	85,335	52,530	144,286	89,671	95,509	126.5%	105.9%	181.8%
Neurological Surgery	N/A	N/A	125,182	102,995	85,775	91,800	102,995	85,775	108,491	N/A	N/A	136.4%
Oncology	141,714	129,161	N/A	168,320	116,047	97,077	153,549	122,604	97,077	84.2%	111.3%	N/A
Ophthalmology & Visual Sciences	159,428	116,836	105,549	151,271	N/A	N/A	156,535	116,836	105,549	105.4%	N/A	N/A
Orthopedics & Rehabilitation	63,332	64,865	41,739	150,897	84,663	82,626	117,797	64,865	41,739	42.0%	76.6%	50.5%
Neuroscience	168,456	N/A	100,284	145,240	106,487	95,825	153,185	106,487	99,850	116.0%	N/A	104.7%
Pathology & Laboratory Medicine	154,516	131,447	N/A	174,220	63,819	87,627	168,285	123,151	87,627	88.7%	206.0%	N/A
Pediatrics	151,611	108,682	90,714	157,336	132,986	125,182	155,073	132,207	111,273	96.4%	81.7%	72.5%
Biomolecular Chemistry	155,108	126,071	100,718	172,216	125,182	N/A	172,216	125,627	100,718	90.1%	100.7%	N/A
Population Health Sciences	177,133	114,939	100,145	139,588	105,938	N/A	157,379	113,208	100,145	126.9%	108.5%	N/A
Psychiatry	125,695	86,446	93,886	129,204	104,973	63,996	129,204	95,709	69,461	97.3%	82.4%	146.7%
Radiology	186,763	N/A	62,866	126,929	109,554	42,562	138,270	109,554	43,914	147.1%	N/A	147.7%
Surgery	149,311	107,901	81,818	93,469	60,001	50,532	97,544	68,864	78,668	159.7%	179.8%	161.9%
Urology	N/A	N/A	N/A	153,580	N/A	41,739	153,580	N/A	41,739	N/A	N/A	N/A
School of Pharmacy	137,639	106,865	91,362	158,989	115,559	92,409	156,060	113,643	92,167	86.6%	92.5%	98.9%
Medical Sciences	150,518	111,434	104,566	141,766	N/A	104,318	142,983	111,434	104,442	106.2%	N/A	100.2%
Pathobiological Sciences	152,667	N/A	101,374	141,113	N/A	108,110	148,415	N/A	102,602	108.2%	N/A	93.8%
Comparative Biosciences	131,114	122,921	110,690	138,944	115,693	104,602	134,624	116,329	110,690	94.4%	106.2%	105.8%
Surgical Sciences	138,740	119,550	104,735	166,909	N/A	N/A	152,825	119,550	104,735	83.1%	N/A	N/A

Social Sciences	\$141,672	\$101,194	\$91,800	\$168,304	\$110,000	\$102,000	\$159,913	\$106,764	\$94,350	84.2%	92.0%	90.0%
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Agricultural & Applied Economics	166,286	N/A	116,080	184,149	145,670	120,834	178,736	145,670	117,100	90.3%	N/A	96.1%
Life Sciences Communication	186,772	N/A	88,000	218,608	89,884	86,700	186,772	89,884	88,000	85.4%	N/A	101.5%
Community & Environmental Sociology	122,233	125,594	86,700	128,215	109,484	93,704	122,233	109,484	90,202	95.3%	114.7%	92.5%
School of Business	286,526	228,125	174,039	298,633	228,161	200,000	297,138	228,161	184,651	95.9%	100.0%	87.0%
Counseling Psychology	131,776	99,112	N/A	153,223	95,705	78,990	142,109	96,081	78,990	86.0%	103.6%	N/A
Curriculum & Instruction	140,318	98,446	83,949	165,315	110,514	83,130	140,621	98,726	83,830	84.9%	89.1%	101.0%
Educational Leadership & Policy Analysis	160,126	N/A	86,700	158,973	106,121	89,560	159,550	106,121	86,700	100.7%	N/A	96.8%
Educational Policy Studies	154,623	92,299	79,060	155,573	N/A	79,629	154,623	92,299	79,345	99.4%	N/A	99.3%
Educational Psychology	135,635	107,703	88,740	156,692	106,586	90,000	151,545	107,703	89,370	86.6%	101.0%	98.6%
Rehabilitation Psychology & Special Education	167,029	106,764	80,000	128,812	N/A	N/A	142,167	106,764	80,000	129.7%	N/A	N/A
School of Human Ecology	126,202	105,709	85,587	142,499	114,441	85,680	126,202	105,709	85,680	88.6%	92.4%	99.9%
Law School	189,346	188,329	140,000	189,677	189,795	143,958	189,677	189,062	140,000	99.8%	99.2%	97.3%
Extension Faculty	65,585	53,491	84,574	65,419	54,023	N/A	65,585	53,491	84,574	100.3%	99.0%	N/A
Anthropology	146,901	99,089	76,513	140,368	88,810	N/A	145,607	93,950	76,513	104.7%	111.6%	N/A
Afro-American Studies	110,000	109,683	90,256	N/A	N/A	96,900	110,000	109,683	90,256	N/A	N/A	93.1%
Communication Arts	135,287	111,481	85,000	139,292	109,264	85,000	139,292	109,507	85,000	97.1%	102.0%	100.0%
Chicana/o Studies	N/A	N/A	95,288	N/A	N/A	N/A	N/A	N/A	95,288	N/A	N/A	N/A
Economics	291,832	N/A	153,875	331,734	214,200	153,875	312,261	214,200	153,875	88.0%	N/A	100.0%
Geography	145,721	110,428	90,000	140,250	108,637	95,568	140,250	110,428	94,248	103.9%	101.6%	94.2%
LaFollette School of Public Affairs	252,508	147,900	109,999	224,400	93,581	115,000	224,400	141,780	112,499	112.5%	158.0%	95.7%
School of Journalism & Mass Communication	125,510	105,096	87,622	188,000	106,865	87,284	158,323	106,865	87,622	66.8%	98.3%	100.4%
The Information School	137,791	102,087	90,000	207,525	104,891	90,000	137,791	102,087	90,000	66.4%	97.3%	100.0%
Political Science	186,510	165,031	103,045	168,304	148,304	94,726	172,546	151,863	97,225	110.8%	111.3%	108.8%
Psychology	178,287	130,000	92,257	180,894	113,815	91,795	178,287	117,630	92,257	98.6%	114.2%	100.5%
Social Work	203,625	105,839	98,419	199,872	N/A	92,219	201,749	105,839	97,381	101.9%	N/A	106.7%
Sociology	173,190	123,703	91,800	153,492	128,148	111,131	173,190	128,148	97,262	112.8%	96.5%	82.6%
Planning & Landscape Architecture	119,133	101,194	83,249	132,257	97,152	86,937	128,757	99,173	84,897	90.1%	104.2%	95.8%
School of Nursing	137,758	117,758	91,800	N/A	N/A	90,000	137,758	117,758	91,800	N/A	N/A	102.0%
Liberal Arts & Applied Studies	94,117	87,210	N/A	N/A	N/A	82,023	94,117	87,210	82,023	N/A	N/A	N/A
School for Workers	N/A	88,382	N/A	82,698	82,343	N/A	82,698	85,363	N/A	N/A	107.3%	N/A

Humanities	\$121,691	\$96,000	\$81,947	\$122,421	\$95,849	\$80,000	\$122,263	\$95,977	\$81,600	99.4%	100.2%	102.4%
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Art	109,281	90,846	77,259	109,545	90,846	N/A	109,413	90,846	77,259	99.8%	100.0%	N/A
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Dance	110,830	92,908	70,662	106,147	N/A	76,169	110,830	92,908	76,169	104.4%	N/A	92.8%
Theatre & Drama	N/A	N/A	75,750	124,220	108,839	76,500	124,220	108,839	75,750	N/A	N/A	99.0%
African Cultural Studies	138,147	N/A	85,680	110,458	79,591	78,530	122,421	79,591	78,535	125.1%	N/A	109.1%
Art History	111,149	103,634	83,640	112,914	N/A	80,000	112,202	103,634	81,820	98.4%	N/A	104.6%
Classical and Near Eastern Studies	164,232	93,182	80,000	126,599	95,977	N/A	131,802	95,456	80,000	129.7%	97.1%	N/A
Comparative Literature	N/A	85,156	N/A	81,654	N/A	N/A	81,654	85,156	N/A	N/A	N/A	N/A
Asian Languages & Cultures	121,691	93,060	81,947	122,893	106,994	84,398	122,292	96,360	81,947	99.0%	87.0%	97.1%
English	134,697	97,388	82,820	127,519	96,589	83,601	127,534	96,616	83,601	105.6%	100.8%	99.1%
French & Italian	112,433	91,800	66,035	115,271	76,887	N/A	115,271	89,808	66,035	97.5%	119.4%	N/A
Center for Jewish Studies	122,255	N/A	N/A	136,274	N/A	N/A	122,255	N/A	N/A	89.7%	N/A	N/A
Religious Studies Program	120,872	N/A	81,600	N/A	N/A	N/A	120,872	N/A	81,600	N/A	N/A	N/A
History	151,540	100,151	85,000	156,346	99,223	82,750	152,061	99,223	83,640	96.9%	100.9%	102.7%
Language Sciences Program	121,209	N/A	N/A	134,742	N/A	85,000	121,209	N/A	85,000	90.0%	N/A	N/A
School of Music	115,000	91,490	72,420	106,322	91,953	76,000	112,693	91,953	74,285	108.2%	99.5%	95.3%
Philosophy	132,600	105,375	83,000	180,317	106,232	86,700	173,560	106,232	84,850	73.5%	99.2%	95.7%
German, Nordic, & Slavic	122,688	92,520	76,517	121,845	84,610	76,500	122,565	85,626	76,500	100.7%	109.3%	100.0%
Spanish & Portuguese	110,986	79,016	N/A	107,262	80,193	N/A	109,927	80,158	N/A	103.5%	98.5%	N/A
Gender & Women's Studies	117,797	103,141	87,000	N/A	N/A	86,700	117,797	103,141	86,700	N/A	N/A	100.3%

SOURCE: October 2020 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.

NOTE: Individuals who choose to not report gender, or report a gender that is not man/woman (such as non-binary) are included in the "All Faculty" totals but are not shown separately by department or division, to protect faculty confidentiality.

Prepared by : Jennifer Sheridan, WISELI

Table 12a. Offers Made, 2017-2020

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	63	120	34.4%	32	50.8%	76	63.3%
College of Engineering	26	47	35.6%	14	53.8%	30	63.8%
Letters & Sciences	35	70	33.3%	17	48.6%	43	61.4%
College of Agricultural & Life Sciences	2	3	40.0%	1	50.0%	3	100.0%
Biological Sciences	101	99	50.5%	69	68.3%	77	77.8%
Letters & Sciences	10	9	52.6%	6	60.0%	6	66.7%
School of Veterinary Medicine	10	5	66.7%	10	100.0%	5	100.0%
School of Pharmacy	7	7	50.0%	3	42.9%	4	57.1%
School of Medicine & Public Health	46	57	44.7%	32	69.6%	46	80.7%
College of Agricultural & Life Sciences	28	21	57.1%	18	64.3%	16	76.2%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	6	23	20.7%	2	33.3%	10	43.5%
College of Engineering	0	9	0.0%	N/A	N/A	3	33.3%
Letters & Sciences	6	13	31.6%	2	33.3%	6	46.2%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	100.0%
Biological Sciences	19	23	45.2%	15	78.9%	14	60.9%
Letters & Sciences	0	1	0.0%	N/A	N/A	1	100.0%
School of Veterinary Medicine	1	1	50.0%	0	0.0%	1	100.0%
School of Pharmacy	0	1	0.0%	N/A	N/A	0	0.0%
School of Medicine & Public Health	15	17	46.9%	12	80.0%	10	58.8%
College of Agricultural & Life Sciences	3	3	50.0%	3	100.0%	2	66.7%

** Associate Professor and Professor titles.

*** Gender unknown not reported. Pending offers included in "offers made" column.

Table 12b. Base Salary (12 Month) Offers, 2017-2020

Division/School	Base Salary, Offers Made, Junior Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$133,333	\$116 - \$380	\$136,000	\$94 - \$167	98.0%	\$133,333	\$116 - \$380	\$136,000	\$94 - \$164	98.0%
College of Engineering	\$133,333	\$120 - \$380	\$133,333	\$119 - \$153	100.0%	\$133,333	\$121 - \$380	\$133,333	\$119 - \$153	100.0%
Letters & Sciences	\$140,000	\$116 - \$168	\$140,000	\$94 - \$167	100.0%	\$130,000	\$116 - \$168	\$137,333	\$94 - \$164	94.7%
College of Agricultural & Life Sciences	\$118,667	\$117 - \$120	\$126,667	\$113 - \$144	93.7%	\$117,333	\$117	\$126,667	\$113 - \$144	92.6%
Biological Sciences	\$118,000	\$48 - \$159	\$115,000	\$42 - \$141	102.6%	\$118,000	\$50 - \$159	\$115,000	\$48 - \$141	102.6%
Letters & Sciences	\$116,667	\$103 - \$135	\$126,333	\$98 - \$133	92.3%	\$113,333	\$103 - \$135	\$129,333	\$98 - \$131	87.6%
School of Veterinary Medicine	\$121,500	\$62 - \$127	\$116,111	\$115 - \$122	104.6%	\$121,500	\$62 - \$127	\$116,111	\$115 - \$122	104.6%
School of Pharmacy	\$119,000	\$101 - \$123	\$112,500	\$112 - \$125	105.8%	\$118,000	\$101 - \$123	\$112,500	\$112 - \$125	104.9%
School of Medicine & Public Health	\$112,000	\$48 - \$159	\$110,000	\$48 - \$140	101.8%	\$115,000	\$50 - \$159	\$110,000	\$48 - \$134	104.5%
College of Agricultural & Life Sciences	\$120,000	\$59 - \$141	\$120,000	\$42 - \$141	100.0%	\$120,000	\$59 - \$141	\$121,333	\$104 - \$141	98.9%
Division/School	Base Salary, Offers Made, Tenured Faculty				Women's Median as % of Men's	Base Salary, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$166,667	\$120 - \$267	\$193,333	\$153 - \$280	86.2%	\$150,000	\$120 - \$180	\$191,667	\$153 - \$280	78.3%
College of Engineering	N/A	N/A	\$196,667	\$167 - \$253	N/A	N/A	N/A	\$200,000	\$180 - \$223	N/A
Letters & Sciences	\$166,667	\$120 - \$267	\$191,667	\$167 - \$280	87.0%	\$150,000	\$120 - \$180	\$191,667	\$167 - \$280	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
Biological Sciences	\$155,000	\$52 - \$311	\$145,000	\$80 - \$250	106.9%	\$160,000	\$80 - \$311	\$142,419	\$90 - \$250	112.3%
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
School of Medicine & Public Health	\$140,000	\$52 - \$250	\$147,500	\$80 - \$250	94.9%	\$147,500	\$80 - \$250	\$142,419	\$90 - \$250	103.6%
College of Agricultural & Life Sciences	\$200,000	\$190 - \$311	\$200,000	\$147 - \$224	N/A	\$200,000	\$190 - \$311	\$212,000	\$200 - \$224	94.3%

*** Gender unknown not reported. Pending offers included in "offers made" column.

Table 12c. Total Startup Package* Offers, 2017-2020

Division/School	Total Startup, Offers Made, Junior Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Junior Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$430,000	\$30 - \$1350	\$379,702	\$12 - \$1400	113.2%	\$435,087	\$30 - \$1200	\$387,925	\$26 - \$1400	112.2%
College of Engineering Letters & Sciences	\$300,000	\$30 - \$1200	\$535,000	\$100 - \$1200	56.1%	\$540,000	\$230 - \$990	\$542,500	\$228 - \$1200	99.5%
College of Agricultural & Life Sciences	\$300,000	\$50 - \$1200	\$300,000	\$12 - \$1400	100.0%	\$375,000	\$30 - \$1200	\$300,000	\$26 - \$1400	125.0%
College of Agricultural & Life Sciences	\$231,622	\$193 - \$270	\$367,447	\$340 - \$549	63.0%	\$270,000	\$270	\$367,447	\$340 - \$549	73.5%
Biological Sciences	\$522,500	\$75 - \$1862	\$500,000	\$140 - \$1600	104.5%	\$505,250	\$85 - \$1862	\$562,500	\$200 - \$1600	89.8%
Letters & Sciences	\$435,250	\$250 - \$1306	\$661,800	\$250 - \$1306	65.8%	\$461,699	\$250 - \$1306	\$749,300	\$250 - \$1306	61.6%
School of Veterinary Medicine	\$573,183	\$500 - \$900	\$450,000	\$300 - \$750	127.4%	\$573,183	\$500 - \$900	\$450,000	\$300 - \$750	127.4%
School of Pharmacy	\$695,500	\$375 - \$1000	\$771,824	\$200 - \$1000	90.1%	\$641,000	\$375 - \$750	\$771,824	\$315 - \$899	83.1%
School of Medicine & Public Health	\$500,000	\$75 - \$1500	\$500,000	\$140 - \$1600	100.0%	\$472,500	\$100 - \$1300	\$541,000	\$200 - \$1600	87.3%
College of Agricultural & Life Sciences	\$560,751	\$275 - \$1862	\$418,082	\$233 - \$1562	134.1%	\$533,862	\$275 - \$1862	\$493,167	\$233 - \$1562	108.3%
Division/School	Total Startup, Offers Made, Tenured Faculty				Women's Median as % of Men's	Total Startup, Offers Accepted, Tenured Faculty				Women's Median as % of Men's
	Women		Men			Women		Men		
	Median	Range (K)	Median	Range (K)		Median	Range (K)	Median	Range (K)	
Physical Sciences	\$600,000	\$450 - \$2545	\$700,000	\$90 - \$1700	85.7%	\$1,572,375	\$600 - \$2545	\$596,000	\$90 - \$1543	263.8%
College of Engineering Letters & Sciences	N/A	N/A	\$700,000	\$267 - \$1650	N/A	N/A	N/A	\$462,921	\$267 - \$592	N/A
College of Agricultural & Life Sciences	\$600,000	\$450 - \$2545	\$850,000	\$90 - \$1700	70.6%	\$1,572,375	\$600 - \$2545	\$850,000	\$90 - \$1543	185.0%
College of Agricultural & Life Sciences	N/A	N/A	\$446,254	\$446	N/A	N/A	N/A	\$446,254	\$446	N/A
Biological Sciences	\$650,000	\$60 - \$3069	\$600,000	\$175 - \$4276	108.3%	\$700,000	\$60 - \$3069	\$575,000	\$175 - \$4276	121.7%
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Medicine & Public Health	\$600,000	\$60 - \$1300	\$550,000	\$175 - \$2600	109.1%	\$650,000	\$60 - \$1300	\$546,500	\$175 - \$2600	118.9%
College of Agricultural & Life Sciences	\$1,050,000	\$200 - \$3069	\$2,405,250	\$535 - \$4276	43.7%	\$1,050,000	\$200 - \$3069	\$2,405,250	\$535 - \$4276	43.7%

* Total Startup Package does not include Base Salary.

*** Gender unknown not reported. Pending offers included in "offers made" column.

Table 13. New Hires, 2020

	2019-2020	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	37	40.5%
Physical Sciences	34	38.2%
Senior Hires		
Biological Sciences	7	42.9%
Physical Sciences	6	33.3%
Total Hires, Biological Sciences	44	56.8%
Total Hires, Physical Sciences	40	37.5%
Total Hires, Junior	71	49.3%
Total Hires, Senior	13	38.5%
TOTAL HIRES	84	39.3%

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

SOURCE: October 2019 and October 2020 HRS Frozen slice.