

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2021

Division/Department	Women	Men	Total	% Women
Physical Sciences	95.20	375.65	470.85	20.2%
Biological Systems Engineering	3.00	12.25	15.25	19.7%
Soil Science	2.00	8.00	10.00	20.0%
Chemical & Biological Engineering	2.00	15.00	17.00	11.8%
Civil & Environmental Engineering	6.50	24.75	31.25	20.8%
Electrical & Computer Engineering	10.00	32.50	42.50	23.5%
Biomedical Engineering	9.20	7.40	16.60	55.4%
Industrial & Systems Engineering	5.00	14.00	19.00	26.3%
Mechanical Engineering	3.00	31.00	34.00	8.8%
Materials Science & Engineering	3.00	15.00	18.00	16.7%
Engineering Physics	4.00	15.25	19.25	20.8%
Astronomy	6.00	6.00	12.00	50.0%
Chemistry	6.75	31.00	37.75	17.9%
Computer Sciences	5.00	39.00	44.00	11.4%
Geoscience	4.00	14.00	18.00	22.2%
Mathematics	9.50	43.50	53.00	17.9%
Atmospheric & Oceanic Sciences	5.00	11.00	16.00	31.3%
Physics	6.25	39.00	45.25	13.8%
Statistics	5.00	17.00	22.00	22.7%
Biological Sciences	294.55	502.65	797.20	36.9%
Animal & Dairy Science	6.00	20.00	26.00	23.1%
Agronomy	4.00	10.25	14.25	28.1%
Bacteriology	6.60	11.75	18.35	36.0%
Biochemistry	9.00	25.00	34.00	26.5%
Entomology	3.00	6.00	9.00	33.3%
Food Science	3.00	6.00	9.00	33.3%
Genetics	4.50	7.00	11.50	39.1%
Horticulture	5.00	5.00	10.00	50.0%
Nutritional Sciences	5.00	8.50	13.50	37.0%
Plant Pathology	9.00	6.50	15.50	58.1%
Forest & Wildlife Ecology	2.50	13.50	16.00	15.6%
Kinesiology	13.00	7.90	20.90	62.2%
Nelson Institute for Environmental Studies	7.25	3.50	10.75	67.4%
Botany	5.50	8.00	13.50	40.7%
Communicative Disorders	10.00	2.00	12.00	83.3%
Integrative Biology	10.00	15.00	25.00	40.0%
SMPH Admin	0.00	1.00	1.00	0.0%
Anesthesiology	1.00	4.00	5.00	20.0%
Cell & Regenerative Biology	11.00	6.00	17.00	64.7%
Biostatistics & Medical Informatics	4.75	20.25	25.00	19.0%
Family Medicine	1.00	6.00	7.00	14.3%
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	2.00	8.60	10.60	18.9%

Emergency Medicine	1.00	3.00	4.00	25.0%
Medicine	33.50	55.40	88.90	37.7%
Dermatology	1.00	5.00	6.00	16.7%
Medical Microbiology	5.60	5.00	10.60	52.8%
Medical Physics	1.80	18.25	20.05	9.0%
Neurology	8.00	4.30	12.30	65.0%
Neurological Surgery	1.00	7.00	8.00	12.5%
Oncology	6.50	11.50	18.00	36.1%
Ophthalmology & Visual Sciences	7.50	5.00	12.50	60.0%
Orthopedics & Rehabilitation	3.00	7.85	10.85	27.6%
Neuroscience	4.00	16.00	20.00	20.0%
Pathology & Laboratory Medicine	4.00	10.00	14.00	28.6%
Pediatrics	13.50	12.35	25.85	52.2%
Biomolecular Chemistry	4.80	8.75	13.55	35.4%
Population Health Sciences	11.80	6.60	18.40	64.1%
Psychiatry	7.00	11.40	18.40	38.0%
Radiology	3.00	18.00	21.00	14.3%
Surgery	13.00	23.00	36.00	36.1%
Urology	0.00	4.00	4.00	0.0%
School of Pharmacy	10.00	21.00	31.00	32.3%
Medical Sciences	4.00	6.00	10.00	40.0%
Pathobiological Sciences	7.00	12.00	19.00	36.8%
Comparative Biosciences	7.00	10.00	17.00	41.2%
Surgical Sciences	3.00	3.00	6.00	50.0%

Social Sciences	316.75	331.00	647.75	48.9%
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Agricultural & Applied Economics	4.00	12.00	16.00	25.0%
Life Sciences Communication	4.00	4.00	8.00	50.0%
Community & Environmental Sociology	3.40	4.00	7.40	45.9%
School of Business	24.00	58.17	82.17	29.2%
Counseling Psychology	3.00	5.00	8.00	37.5%
Curriculum & Instruction	20.00	10.00	30.00	66.7%
Educational Leadership & Policy Analysis	6.00	8.00	14.00	42.9%
Educational Policy Studies	9.00	3.00	12.00	75.0%
Educational Psychology	8.00	14.00	22.00	36.4%
Rehabilitation Psychology & Special Education	11.00	4.00	15.00	73.3%
School of Human Ecology	28.25	9.00	37.25	75.8%
Law School	13.50	14.50	28.00	48.2%
Extension Faculty	47.05	27.00	74.05	63.5%
Anthropology	9.00	7.00	16.00	56.3%
Afro-American Studies	6.50	1.00	7.50	86.7%
Communication Arts	11.00	11.00	22.00	50.0%
Chicana/o Studies	0.75	0.00	0.75	100.0%
Economics	4.00	32.83	36.83	10.9%
Geography	7.50	13.00	20.50	36.6%
LaFollette School of Public Affairs	8.50	8.75	17.25	49.3%
School of Journalism & Mass Communication	7.00	9.50	16.50	42.4%
The Information School	5.00	7.50	12.50	40.0%
Political Science	10.00	19.25	29.25	34.2%
Psychology	17.00	15.00	32.00	53.1%
Social Work	14.00	4.00	18.00	77.8%
Sociology	9.50	14.50	24.00	39.6%
Planning & Landscape Architecture	4.00	9.00	13.00	30.8%
School of Nursing	18.00	1.00	19.00	94.7%

Liberal Arts & Applied Studies	2.80	2.00	4.80	58.3%
School for Workers	1.00	3.00	4.00	25.0%
Humanities	165.05	151.50	318.55	51.8%
Art	14.00	12.00	26.00	53.8%
Dance	5.75	3.00	8.75	65.7%
Theatre & Drama	2.00	3.00	5.00	40.0%
African Cultural Studies	3.00	5.00	8.00	37.5%
Art History	8.00	3.00	11.00	72.7%
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	25.20	17.00	42.20	59.7%
French & Italian	9.00	6.00	15.00	60.0%
Center for Jewish Studies	0.00	0.50	0.50	0.0%
Religious Studies Program	2.00	0.00	2.00	100.0%
History	27.85	23.50	51.35	54.2%
Language Sciences Program	1.00	3.00	4.00	25.0%
School of Music	12.50	21.00	33.50	37.3%
Philosophy	4.00	13.00	17.00	23.5%
German, Nordic, & Slavic	15.00	13.00	28.00	53.6%
Spanish & Portuguese	9.00	10.00	19.00	47.4%
Gender & Women's Studies	14.25	1.00	15.25	93.4%

SOURCE: October 2021 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, 2021

Division/Department	Women			Men			Total			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	44.70	12.00	38.50	234.15	52.00	89.50	278.85	64.00	128.00	16.0%	18.8%	30.1%
Biological Systems Engineering	1.00	1.00	1.00	9.25	2.00	1.00	10.25	3.00	2.00	9.8%	33.3%	50.0%
Soil Science	1.00	1.00	0.00	5.00	1.00	2.00	6.00	2.00	2.00	16.7%	50.0%	0.0%
Chemical & Biological Engineering	1.00	0.00	1.00	11.00	1.00	3.00	12.00	1.00	4.00	8.3%	0.0%	25.0%
Civil & Environmental Engineering	1.50	2.00	3.00	12.75	5.00	7.00	14.25	7.00	10.00	10.5%	28.6%	30.0%
Electrical & Computer Engineering	4.00	0.00	6.00	18.00	6.00	8.50	22.00	6.00	14.50	18.2%	0.0%	41.4%
Biomedical Engineering	5.20	1.00	3.00	3.40	3.00	1.00	8.60	4.00	4.00	60.5%	25.0%	75.0%
Industrial & Systems Engineering	2.00	1.00	2.00	7.00	3.00	4.00	9.00	4.00	6.00	22.2%	25.0%	33.3%
Mechanical Engineering	0.00	1.00	2.00	14.00	9.00	8.00	14.00	10.00	10.00	0.0%	10.0%	20.0%
Materials Science & Engineering	3.00	0.00	0.00	10.00	0.00	5.00	13.00	0.00	5.00	23.1%	N/A	0.0%
Engineering Physics	1.00	0.00	3.00	9.25	1.00	5.00	10.25	1.00	8.00	9.8%	0.0%	37.5%
Astronomy	4.00	1.00	1.00	5.00	0.00	1.00	9.00	1.00	2.00	44.4%	100.0%	50.0%
Chemistry	5.75	0.00	1.00	25.00	0.00	6.00	30.75	0.00	7.00	18.7%	N/A	14.3%
Computer Sciences	1.00	0.00	4.00	21.00	5.00	13.00	22.00	5.00	17.00	4.5%	0.0%	23.5%
Geoscience	2.00	0.00	2.00	9.00	4.00	1.00	11.00	4.00	3.00	18.2%	0.0%	66.7%
Mathematics	5.00	3.00	1.50	24.50	8.00	11.00	29.50	11.00	12.50	16.9%	27.3%	12.0%
Atmospheric & Oceanic Sciences	0.00	1.00	4.00	9.00	0.00	2.00	9.00	1.00	6.00	0.0%	100.0%	66.7%
Physics	4.25	0.00	2.00	32.00	3.00	4.00	36.25	3.00	6.00	11.7%	0.0%	33.3%
Statistics	3.00	0.00	2.00	9.00	1.00	7.00	12.00	1.00	9.00	25.0%	0.0%	22.2%
Biological Sciences	133.80	67.50	93.25	296.35	95.00	111.30	430.15	162.50	204.55	31.1%	41.5%	45.6%
Animal & Dairy Science	1.00	1.00	4.00	14.00	0.00	6.00	15.00	1.00	10.00	6.7%	100.0%	40.0%
Agronomy	2.00	2.00	0.00	8.25	1.00	1.00	10.25	3.00	1.00	19.5%	66.7%	0.0%
Bacteriology	2.60	1.00	3.00	6.75	3.00	2.00	9.35	4.00	5.00	27.8%	25.0%	60.0%
Biochemistry	6.00	0.00	3.00	17.00	1.00	7.00	23.00	1.00	10.00	26.1%	0.0%	30.0%
Entomology	1.00	1.00	1.00	4.00	1.00	1.00	5.00	2.00	2.00	20.0%	50.0%	50.0%
Food Science	1.00	0.00	2.00	3.00	2.00	1.00	4.00	2.00	3.00	25.0%	0.0%	66.7%
Genetics	1.50	1.00	2.00	3.00	2.00	2.00	4.50	3.00	4.00	33.3%	33.3%	50.0%
Horticulture	0.00	3.00	2.00	3.00	1.00	1.00	3.00	4.00	3.00	0.0%	75.0%	66.7%
Nutritional Sciences	3.00	1.00	1.00	4.50	1.00	3.00	7.50	2.00	4.00	40.0%	50.0%	25.0%
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	0.50	9.00	3.50	1.00	11.00	3.50	1.50	18.2%	0.0%	33.3%
Kinesiology	3.00	5.00	5.00	4.00	3.00	0.90	7.00	8.00	5.90	42.9%	62.5%	84.7%
Nelson Institute for Environmental Studies	2.50	2.50	2.25	3.00	0.50	0.00	5.50	3.00	2.25	45.5%	83.3%	100.0%
Botany	3.50	2.00	0.00	6.00	1.00	1.00	9.50	3.00	1.00	36.8%	66.7%	0.0%
Communicative Disorders	6.00	1.00	3.00	0.00	0.00	2.00	6.00	1.00	5.00	100.0%	100.0%	60.0%
Integrative Biology	6.00	1.00	3.00	8.00	2.00	5.00	14.00	3.00	8.00	42.9%	33.3%	37.5%
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	5.00	3.00	2.00	0.00	4.00	5.00	5.00	7.00	60.0%	100.0%	42.9%
Biostatistics & Medical Informatics	1.50	1.00	2.25	7.50	2.00	10.75	9.00	3.00	13.00	16.7%	33.3%	17.3%
Family Medicine	1.00	0.00	0.00	3.00	1.00	2.00	4.00	1.00	2.00	25.0%	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	2.00	2.00	1.95	5.00	0.00	2.00	7.00	2.00	3.95	28.6%	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	2.00	0.00	4.60	2.00	2.00	4.60	4.00	2.00	0.0%	50.0%	0.0%
Emergency Medicine	0.00	1.00	0.00	1.00	0.00	2.00	1.00	1.00	2.00	0.0%	100.0%	0.0%
Medicine	14.50	12.00	7.00	30.40	17.00	8.00	44.90	29.00	15.00	32.3%	41.4%	46.7%
Dermatology	1.00	0.00	0.00	4.00	0.00	1.00	5.00	0.00	1.00	20.0%	N/A	0.0%
Medical Microbiology	3.60	0.00	2.00	2.00	3.00	0.00	5.60	3.00	2.00	64.3%	0.0%	100.0%

Medical Physics	1.80	0.00	0.00	9.00	3.00	6.25	10.80	3.00	6.25	16.7%	0.0%	0.0%
Neurology	3.00	2.00	3.00	0.50	1.00	2.80	3.50	3.00	5.80	85.7%	66.7%	51.7%
Neurological Surgery	0.00	0.00	1.00	6.00	0.00	1.00	6.00	0.00	2.00	0.0%	N/A	50.0%
Oncology	5.50	1.00	0.00	8.50	1.00	2.00	14.00	2.00	2.00	39.3%	50.0%	0.0%
Ophthalmology & Visual Sciences	2.50	1.00	4.00	5.00	0.00	0.00	7.50	1.00	4.00	33.3%	100.0%	100.0%
Orthopedics & Rehabilitation	1.00	1.00	1.00	4.00	1.00	2.85	5.00	2.00	3.85	20.0%	50.0%	26.0%
Neuroscience	3.00	0.00	1.00	10.00	4.00	2.00	13.00	4.00	3.00	23.1%	0.0%	33.3%
Pathology & Laboratory Medicine	3.00	0.00	1.00	6.00	1.00	3.00	9.00	1.00	4.00	33.3%	0.0%	25.0%
Pediatrics	7.50	3.00	3.00	7.60	3.00	1.75	15.10	6.00	4.75	49.7%	50.0%	63.2%
Biomolecular Chemistry	2.80	1.00	1.00	6.75	1.00	1.00	9.55	2.00	2.00	29.3%	50.0%	50.0%
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	2.00	5.40	5.00	1.00	9.40	6.00	3.00	42.6%	16.7%	66.7%
Radiology	1.00	0.00	2.00	9.00	3.00	6.00	10.00	3.00	8.00	10.0%	0.0%	25.0%
Surgery	7.00	2.00	4.00	14.00	6.00	3.00	21.00	8.00	7.00	33.3%	25.0%	57.1%
Urology	0.00	0.00	0.00	3.00	0.00	1.00	3.00	0.00	1.00	0.0%	N/A	0.0%
School of Pharmacy	3.00	3.00	4.00	10.00	6.00	5.00	13.00	9.00	9.00	23.1%	33.3%	44.4%
Medical Sciences	2.00	1.00	1.00	5.00	0.00	1.00	7.00	1.00	2.00	28.6%	100.0%	50.0%
Pathobiological Sciences	2.00	0.00	5.00	9.00	0.00	3.00	11.00	0.00	8.00	18.2%	N/A	62.5%
Comparative Biosciences	4.00	1.00	2.00	4.00	4.00	2.00	8.00	5.00	4.00	50.0%	20.0%	50.0%
Surgical Sciences	1.00	1.00	1.00	3.00	0.00	0.00	4.00	1.00	1.00	25.0%	100.0%	100.0%
Social Sciences	135.75	90.00	91.00	201.00	68.00	62.00	336.75	158.00	153.00	40.3%	57.0%	59.5%
Agricultural & Applied Economics	2.00	0.00	2.00	7.00	3.00	2.00	9.00	3.00	4.00	22.2%	0.0%	50.0%
Life Sciences Communication	1.00	0.00	3.00	2.00	1.00	1.00	3.00	1.00	4.00	33.3%	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	7.00	12.00	29.17	16.00	13.00	34.17	23.00	25.00	14.6%	30.4%	48.0%
Counseling Psychology	2.00	1.00	0.00	2.00	1.00	2.00	4.00	2.00	2.00	50.0%	50.0%	0.0%
Curriculum & Instruction	9.00	4.00	7.00	4.00	2.00	4.00	13.00	6.00	11.00	69.2%	66.7%	63.6%
Educational Leadership & Policy Analysis	5.00	0.00	1.00	6.00	1.00	1.00	11.00	1.00	2.00	45.5%	0.0%	50.0%
Educational Policy Studies	4.00	3.00	2.00	2.00	0.00	1.00	6.00	3.00	3.00	66.7%	100.0%	66.7%
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	5.00	4.00	0.00	0.00	7.00	3.00	5.00	42.9%	100.0%	100.0%
School of Human Ecology	11.00	9.00	8.25	5.00	3.00	1.00	16.00	12.00	9.25	68.8%	75.0%	89.2%
Law School	7.50	3.00	3.00	8.50	2.00	4.00	16.00	5.00	7.00	46.9%	60.0%	42.9%
Extension Faculty	14.95	31.10	1.00	15.00	12.00	0.00	29.95	43.10	1.00	49.9%	72.2%	100.0%
Anthropology	8.00	0.00	1.00	6.00	1.00	0.00	14.00	1.00	1.00	57.1%	0.0%	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	6.00	2.00	3.00	7.00	3.00	1.00	13.00	5.00	4.00	46.2%	40.0%	75.0%
Chicana/o Studies	0.00	0.00	0.75	0.00	0.00	0.00	0.00	0.00	0.75	N/A	N/A	100.0%
Economics	3.00	0.00	1.00	19.83	2.00	11.00	22.83	2.00	12.00	13.1%	0.0%	8.3%
Geography	2.50	3.50	1.50	10.00	1.00	2.00	12.50	4.50	3.50	20.0%	77.8%	42.9%
LaFollette School of Public Affairs	0.50	3.00	5.00	6.75	1.00	1.00	7.25	4.00	6.00	6.9%	75.0%	83.3%
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	1.50	1.00	5.00	4.50	2.00	6.00	66.7%	50.0%	16.7%
Political Science	6.00	2.00	2.00	14.25	3.00	2.00	20.25	5.00	4.00	29.6%	40.0%	50.0%
Psychology	14.00	1.00	2.00	12.00	3.00	0.00	26.00	4.00	2.00	53.8%	25.0%	100.0%
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	2.50	9.50	3.00	2.00	14.50	5.00	4.50	34.5%	40.0%	55.6%
Planning & Landscape Architecture	1.00	1.00	2.00	8.00	0.00	1.00	9.00	1.00	3.00	11.1%	100.0%	66.7%
School of Nursing	4.00	4.00	10.00	0.00	0.00	1.00	4.00	4.00	11.00	100.0%	100.0%	90.9%
Liberal Arts & Applied Studies	0.80	1.00	1.00	0.00	1.00	1.00	0.80	2.00	2.00	100.0%	50.0%	50.0%
School for Workers	0.00	1.00	0.00	3.00	0.00	0.00	3.00	1.00	0.00	0.0%	100.0%	N/A
Humanities	78.95	45.35	40.75	93.50	33.00	25.00	172.45	78.35	67.75	45.8%	57.9%	60.1%
Art	5.00	7.00	2.00	11.00	1.00	0.00	16.00	8.00	2.00	31.3%	87.5%	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	1.00	1.00	1.00	1.00	1.00	3.00	0.0%	0.0%	66.7%
African Cultural Studies	2.00	0.00	1.00	2.00	1.00	2.00	4.00	1.00	3.00	50.0%	0.0%	33.3%
Art History	5.00	2.00	1.00	2.00	0.00	1.00	7.00	2.00	2.00	71.4%	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	4.00	2.00	2.00	9.00	4.00	3.50	55.6%	50.0%	42.9%
English	10.20	6.00	9.00	12.00	4.00	1.00	22.20	10.00	10.00	45.9%	60.0%	90.0%
French & Italian	4.00	5.00	0.00	5.00	1.00	0.00	9.00	6.00	0.00	44.4%	83.3%	N/A
Center for Jewish Studies	0.00	0.00	0.00	0.50	0.00	0.00	0.50	0.00	0.00	0.0%	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	7.60	7.75	9.50	7.00	7.00	22.00	14.60	14.75	56.8%	52.1%	52.5%
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	2.00	24.50	4.00	5.00	30.6%	50.0%	60.0%
Philosophy	1.00	3.00	0.00	9.00	4.00	0.00	10.00	7.00	0.00	10.0%	42.9%	N/A
German, Nordic, & Slavic	9.00	2.00	4.00	4.00	3.00	6.00	13.00	5.00	10.00	69.2%	40.0%	40.0%
Spanish & Portuguese	7.00	2.00	0.00	6.00	4.00	0.00	13.00	6.00	0.00	53.8%	33.3%	N/A
Gender & Women's Studies	5.75	2.75	5.75	0.00	0.00	1.00	5.75	2.75	6.75	100.0%	100.0%	85.2%

SOURCE: October 2021 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, 2021

2017 - 2021

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	18	18	100.0%	49	48	98.0%
Biological Sciences	31	31	100.0%	52	51	98.1%
Social Sciences	42	41	97.6%	41	41	100.0%
Humanities	45	45	100.0%	33	30	90.9%

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, 2021

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	9.0	17.0	8.0	2.0	13.0	20.0	9.0	2.0	11.0	19.0	9.0	2.0	69.2%	85.0%	88.9%	100.0%
Physical Sciences	6.0	17.0	6.0	1.0	13.0	20.0	8.0	2.0	12.0	19.0	8.0	2.0	46.2%	85.0%	75.0%	50.0%
Biological Sciences	9.0	16.0	9.0	2.0	14.0	20.0	10.0	3.0	12.0	19.0	9.0	2.0	64.3%	80.0%	90.0%	66.7%
Social Sciences	9.0	16.0	8.0	2.0	12.0	17.0	8.5	2.0	10.0	17.0	8.0	2.0	75.0%	94.1%	94.1%	100.0%
Humanities	10.0	20.0	8.0	2.0	15.0	21.0	10.0	2.0	12.0	21.0	9.0	2.0	66.7%	95.2%	100.0%	100.0%

SOURCE: October 2021 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, 2020-2021

	Headcounts			%		
	Retired	Resigned	2020 Total Faculty	Retired	Resigned	Left UW
Total	75	54	2321	3.2%	2.3%	5.6%
Women	27	22	896	3.0%	2.5%	5.5%
Men	48	32	1425	3.4%	2.2%	5.6%
Physical Sciences						
Women	3	3	92	3.3%	3.3%	6.5%
Men	8	13	387	2.1%	3.4%	5.4%
Biological Sciences						
Women	9	4	297	3.0%	1.3%	4.4%
Men	24	8	523	4.6%	1.5%	6.1%
Social Sciences						
Women	11	11	340	3.2%	3.2%	6.5%
Men	12	7	358	3.4%	2.0%	5.3%
Humanities						
Women	4	4	167	2.4%	2.4%	4.8%
Men	4	4	157	2.5%	2.5%	5.1%

SOURCE: October 2020 and 2021 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, 2021

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	44	240	15.5%	3	15	16.7%	6.8%	6.3%
Biological Sciences	134	291	31.5%	20.5	24.5	45.6%	15.3%	8.4%
Social Sciences	134	201	40.0%	18	19	48.6%	13.4%	9.5%
Humanities	80	94	46.0%	8	10	44.4%	10.0%	10.6%
Total	392	826	32.2%	49.5	68.5	41.9%	12.6%	8.3%

SOURCE: HRS appointment system frozen slice, October 2021.

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, 2021

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	44	240	15.5%	1	7	12.5%	2.3%	2.9%
Biological Sciences	139	306	31.2%	7	19	26.9%	5.0%	6.2%
Social Sciences	147	210	41.2%	13	13	50.0%	8.8%	6.2%
Humanities	80	94	46.0%	0	2	0.0%	0.0%	2.1%
Total	410	850	32.5%	21	41	33.9%	5.1%	4.8%

SOURCE: HRS Frozen Appointment Data view, October 2021.

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, 2021

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	44	240	15.5%	1	1	50.0%	2.3%	0.4%
Biological Sciences	139	306	31.2%	3	1	75.0%	2.2%	0.3%
Social Sciences	147	210	41.2%	1	3	25.0%	0.7%	1.4%
Humanities	80	94	46.0%	1	0	100.0%	1.3%	0.0%
Total	410	850	32.5%	6	5	54.5%	1.5%	0.6%

SOURCE: HRS Frozen Appointment Data view, October 2021.

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, 2021

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Directors	% Men Directors
Physical Sciences	44	240	15.5%	1	4	20.0%	2.3%	1.7%
Biological Sciences	139	306	31.2%	7	18	28.0%	5.0%	5.9%
Social Sciences	147	210	41.2%	13	4	76.5%	8.8%	1.9%
Humanities	80	94	46.0%	0	6	0.0%	0.0%	6.4%
Total	410	850	32.5%	21	32	39.6%	5.1%	3.8%

SOURCE: HRS appointment system frozen slice, October 2021.

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.

No Table 8 information for FY22, due to pandemic and turnover in Provost's Office.

Table 9. Number and Percent of Women on Influential Committees, 2021

	Women & Non- Binary	Men	% Women & Non- Binary
Executive & Legislative TOTAL	128	197	39.4%
University Committee	4	2	66.7%
Faculty Senate/Senators Total	64	124	34.0%
<i>Physical Sciences</i>	6	29	17.1%
<i>Biological Sciences</i>	20	46	30.3%
<i>Social Sciences</i>	27	31	46.6%
<i>Arts & Humanities</i>	11	18	37.9%
Faculty Senate/Alternates Total	60	71	45.8%
<i>Physical Sciences</i>	4	19	17.4%
<i>Biological Sciences</i>	28	30	48.3%
<i>Social Sciences</i>	23	18	56.1%
<i>Arts & Humanities</i>	5	4	55.6%
Instruction, Education and Student Policies	29	49	37.2%
Athletic Board	3	9	25.0%
Dean of Students Advisory	2	2	50.0%
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	4	33.3%
University Academic Planning Council (UAPC)	5	5	50.0%
University Curriculum	3	5	37.5%
University Libraries (ULC)	2	4	33.3%
Campus Operations	9	23	28.1%
Budget	1	3	25.0%
Campus Planning	2	9	18.2%
Campus Transportation	2	1	66.7%
Information Technology (ITC)	3	7	30.0%
Rec Well Board	0	3	0.0%
University Child Care	1	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	36	53	40.4%
Committee on Committees	8	2	80.0%
Divisional Committee Arts & Humanities	5	7	41.7%
Divisional Committee Biological Sciences	6	6	50.0%
Divisional Committee Physical Sciences	3	9	25.0%
Divisional Committee Social Sciences	3	9	25.0%
Divisional Committee Review Council	0	4	0.0%
Faculty Rights and Responsibilities (CFRR)	5	4	55.6%
Retirement Issues	0	3	0.0%
University Research Council	4	5	44.4%
Faculty Consultative Committee On Financial Emergency	2	4	33.3%
Awards	16	22	42.1%
Distinguished Teaching Awards Committee	2	3	40.0%
Honorary Degrees	8	17	32.0%
Knapp Bequest	4	0	100.0%
University Lectures Committee	2	2	50.0%
All Faculty	896	1396	39.1%
Physical Sciences	94	381	19.8%
Biological Sciences	302	515	37.0%
Social Sciences	333	348	48.9%
Arts & Humanities	167	152	52.4%

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 2/1/2022. Totals from HRS appointment system frozen slice October 2021.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2021. 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), 2021

Division/Department	Women, Median	Men, Median	Total, Median	Women's Median as % of Men's
TOTAL, ALL FACULTY	\$117,065	\$137,408	\$127,990	85.2%
Physical Sciences	\$129,138	\$152,383	\$147,497	84.7%
Biological Systems Engineering	129,245	154,401	151,098	83.7%
Soil Science	120,997	119,753	119,753	101.0%
Chemical & Biological Engineering	146,255	167,051	167,051	87.6%
Civil & Environmental Engineering	137,737	133,597	133,597	103.1%
Electrical & Computer Engineering	118,422	149,938	137,700	79.0%
Biomedical Engineering	144,565	158,661	149,446	91.1%
Industrial & Systems Engineering	125,643	151,410	145,833	83.0%
Mechanical Engineering	112,406	127,848	127,469	87.9%
Materials Science & Engineering	183,265	162,431	176,367	112.8%
Engineering Physics	113,271	156,060	142,557	72.6%
Astronomy	129,626	145,458	138,936	89.1%
Chemistry	163,200	165,000	165,000	98.9%
Computer Sciences	125,460	176,914	170,428	70.9%
Geoscience	129,330	148,966	148,966	86.8%
Mathematics	145,870	143,101	144,486	101.9%
Atmospheric & Oceanic Sciences	93,636	162,110	150,667	57.8%
Physics	148,933	157,632	150,858	94.5%
Statistics	156,376	148,659	150,521	105.2%
Biological Sciences	\$119,173	\$127,084	\$125,489	93.8%
Animal & Dairy Science	104,040	123,325	121,548	84.4%
Agronomy	125,245	140,136	139,162	89.4%
Bacteriology	128,355	130,901	130,901	98.1%
Biochemistry	146,658	152,236	148,317	96.3%
Entomology	107,161	141,365	141,266	75.8%
Food Science	94,172	127,974	117,205	73.6%
Genetics	122,985	128,387	126,293	95.8%
Horticulture	94,172	137,408	112,575	68.5%
Nutritional Sciences	139,886	140,412	139,886	99.6%
Plant Pathology	128,994	124,775	124,775	103.4%
Forest & Wildlife Ecology	133,065	129,270	131,117	102.9%
Kinesiology	101,371	102,187	101,371	99.2%
Nelson Institute for Environmental Studies	102,155	126,203	108,607	80.9%
Botany	116,650	167,722	153,500	69.5%
Communicative Disorders	128,626	92,008	115,113	139.8%
Integrative Biology	143,938	157,087	147,084	91.6%
SMPH Admin	N/A	171,933	171,933	N/A
Anesthesiology	170,247	133,125	157,319	127.9%
Cell & Regenerative Biology	114,535	106,586	113,328	107.5%
Biostatistics & Medical Informatics	141,412	121,775	121,775	116.1%
Family Medicine	120,888	131,579	120,888	91.9%
Genetics	155,958	144,403	144,403	108.0%
Obstetrics & Gynecology	113,924	147,463	116,950	77.3%
Medical History & Bioethics	96,248	111,866	111,476	86.0%
Human Oncology	83,283	100,383	90,344	83.0%
Emergency Medicine	146,128	102,273	124,200	142.9%

Medicine	118,363	119,062	119,062	99.4%
Dermatology	161,735	134,621	148,178	120.1%
Medical Microbiology	145,419	128,206	128,303	113.4%
Medical Physics	149,713	131,883	138,394	113.5%
Neurology	99,168	87,041	97,419	113.9%
Neurological Surgery	127,685	97,477	101,266	131.0%
Oncology	144,549	154,985	146,062	93.3%
Ophthalmology & Visual Sciences	119,173	154,297	150,558	77.2%
Orthopedics & Rehabilitation	64,600	86,391	84,278	74.8%
Neuroscience	159,517	135,923	140,054	117.4%
Pathology & Laboratory Medicine	156,866	135,263	153,425	116.0%
Pediatrics	143,182	158,051	148,966	90.6%
Biomolecular Chemistry	156,985	158,921	158,210	98.8%
Population Health Sciences	119,173	142,381	125,863	83.7%
Psychiatry	95,764	107,072	107,072	89.4%
Radiology	83,455	94,553	88,774	88.3%
Surgery	100,964	93,201	96,760	108.3%
Urology	N/A	163,174	163,174	N/A
School of Pharmacy	108,567	127,192	120,285	85.4%
Medical Sciences	118,655	136,957	128,589	86.6%
Pathobiological Sciences	104,655	138,578	130,579	75.5%
Comparative Biosciences	125,643	121,724	124,453	103.2%
Surgical Sciences	141,515	170,247	153,803	83.1%

Social Sciences	\$117,940	\$159,826	\$140,000	73.8%
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Agricultural & Applied Economics	140,329	168,560	161,462	83.3%
Life Sciences Communication	91,698	119,068	92,659	77.0%
Community & Environmental Sociology	122,790	116,426	121,178	105.5%
School of Business	214,395	246,300	244,800	87.0%
Counseling Psychology	131,733	97,620	117,960	134.9%
Curriculum & Instruction	106,087	112,724	106,328	94.1%
Educational Leadership & Policy Analysis	162,583	147,668	147,668	110.1%
Educational Policy Studies	106,377	163,200	125,789	65.2%
Educational Psychology	126,174	133,065	126,174	94.8%
Rehabilitation Psychology & Special Education	108,900	131,389	117,753	82.9%
School of Human Ecology	107,100	124,692	114,245	85.9%
Law School	176,601	189,390	189,390	93.2%
Extension Faculty	55,573	64,600	57,031	86.0%
Anthropology	149,840	139,433	148,599	107.5%
Afro-American Studies	111,877	98,838	105,699	113.2%
Communication Arts	127,034	124,557	124,909	102.0%
Chicana/o Studies	97,194	N/A	97,194	N/A
Economics	278,885	237,746	260,100	117.3%
Geography	112,637	141,168	120,323	79.8%
LaFollette School of Public Affairs	135,252	178,179	150,858	75.9%
School of Journalism & Mass Communication	109,712	161,490	128,021	67.9%
The Information School	112,125	96,797	104,129	115.8%
Political Science	170,500	165,271	168,691	103.2%
Psychology	182,786	159,209	165,106	114.8%
Social Work	106,476	180,985	112,628	58.8%
Sociology	144,506	150,000	145,705	96.3%
Planning & Landscape Architecture	94,907	133,364	118,016	71.2%
School of Nursing	97,184	91,800	95,254	105.9%
Liberal Arts & Applied Studies	88,954	87,513	88,954	101.6%
School for Workers	90,151	90,149	90,150	100.0%

Humanities	\$106,122	\$112,786	\$109,511	94.1%
Art	93,087	123,708	122,660	75.2%
Dance	102,190	117,217	102,190	87.2%
Theatre & Drama	77,265	111,258	78,030	69.4%
African Cultural Studies	105,000	81,183	96,197	129.3%
Art History	112,552	115,173	113,372	97.7%
Classical and Near Eastern Studies	120,000	106,961	108,830	112.2%
Comparative Literature	86,860	83,288	86,860	104.3%
Asian Languages & Cultures	123,358	104,721	109,134	117.8%
English	99,336	124,709	104,472	79.7%
French & Italian	110,781	117,892	115,951	94.0%
Center for Jewish Studies	N/A	139,000	139,000	N/A
Religious Studies Program	103,261	N/A	103,261	N/A
History	114,444	114,273	114,444	100.1%
Language Sciences Program	111,513	128,744	120,129	86.6%
School of Music	102,941	105,811	104,869	97.3%
Philosophy	107,483	132,651	127,740	81.0%
German, Nordic, & Slavic	108,510	83,320	94,212	130.2%
Spanish & Portuguese	102,028	98,310	101,493	103.8%
Gender & Women's Studies	108,952	88,434	108,952	123.2%

SOURCE: October 2021 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 Divisional 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), 2021

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
TOTAL, ALL FACULTY	\$146,940	\$107,824	\$95,254	\$161,026	\$115,620	\$104,040	\$156,744	\$110,655	\$98,838	91.3%	93.3%	91.6%
Physical Sciences	\$165,944	\$125,322	\$107,100	\$170,027	\$129,191	\$108,202	\$168,300	\$127,919	\$108,034	97.6%	97.0%	99.0%
Biological Systems Engineering	138,802	129,245	97,798	162,369	112,143	112,364	161,736	119,646	105,081	85.5%	115.2%	87.0%
Soil Science	123,938	118,056	N/A	124,126	115,868	97,089	124,032	116,962	97,089	99.8%	101.9%	N/A
Chemical & Biological Engineering	187,510	N/A	105,000	174,074	97,710	109,140	180,792	97,710	107,070	107.7%	N/A	96.2%
Civil & Environmental Engineering	150,775	130,352	107,162	154,578	127,990	107,162	154,578	127,990	107,162	97.5%	101.8%	100.0%
Electrical & Computer Engineering	169,973	N/A	109,825	172,668	154,005	113,115	170,716	154,005	110,471	98.4%	N/A	97.1%
Biomedical Engineering	166,257	121,917	104,040	229,184	158,100	104,040	168,299	142,901	104,040	72.5%	77.1%	100.0%
Industrial & Systems Engineering	179,962	125,643	104,419	187,383	135,448	104,040	187,383	130,546	104,040	96.0%	92.8%	100.4%
Mechanical Engineering	N/A	125,000	110,220	168,383	127,848	107,636	168,383	127,543	108,034	N/A	97.8%	102.4%
Materials Science & Engineering	183,265	N/A	N/A	189,138	N/A	108,244	183,265	N/A	108,244	96.9%	N/A	N/A
Engineering Physics	178,491	N/A	109,242	173,992	142,557	112,200	173,992	142,557	110,721	102.6%	N/A	97.4%
Astronomy	136,852	109,437	92,820	145,797	N/A	93,000	145,118	109,437	92,910	93.9%	N/A	99.8%
Chemistry	167,507	N/A	97,798	171,743	N/A	99,265	171,666	N/A	97,798	97.5%	N/A	98.5%
Computer Sciences	202,834	N/A	125,205	202,903	160,000	124,848	202,869	160,000	124,848	100.0%	N/A	100.3%
Geoscience	162,883	N/A	97,278	155,302	121,146	93,840	158,200	121,146	95,717	104.9%	N/A	103.7%
Mathematics	153,737	129,138	110,160	158,921	126,264	104,040	158,921	129,010	104,040	96.7%	102.3%	105.9%
Atmospheric & Oceanic Sciences	N/A	126,375	92,718	165,820	N/A	100,030	165,820	126,375	94,318	N/A	N/A	92.7%
Physics	168,300	N/A	105,000	170,670	130,050	106,081	170,340	130,050	105,000	98.6%	N/A	99.0%
Statistics	169,798	N/A	124,083	174,592	125,897	119,646	174,592	125,897	119,646	97.3%	N/A	103.7%
Biological Sciences	\$154,644	\$111,328	\$97,798	\$156,249	\$113,659	\$98,182	\$155,958	\$112,979	\$97,798	99.0%	97.9%	99.6%
Animal & Dairy Science	143,947	136,042	97,607	126,441	N/A	104,550	126,507	136,042	100,980	113.8%	N/A	93.4%
Agronomy	171,409	105,952	N/A	161,899	115,257	89,139	161,899	111,328	89,139	105.9%	91.9%	N/A
Bacteriology	175,604	128,355	93,534	156,047	123,437	94,125	156,047	124,686	93,534	112.5%	104.0%	99.4%
Biochemistry	152,188	N/A	97,798	158,610	120,341	106,405	157,441	120,341	102,063	96.0%	N/A	91.9%
Entomology	172,325	107,161	93,636	151,271	112,442	90,000	161,077	109,802	91,818	113.9%	95.3%	104.0%
Food Science	117,205	N/A	93,086	147,134	115,160	98,000	142,602	115,160	94,172	79.7%	N/A	95.0%
Genetics	136,090	122,985	95,359	147,108	128,387	96,309	146,546	126,293	95,717	92.5%	95.8%	99.0%
Horticulture	N/A	107,404	92,986	153,184	117,745	90,000	153,184	112,575	91,800	N/A	91.2%	103.3%
Nutritional Sciences	143,523	110,021	110,704	151,699	113,659	102,622	151,699	111,840	105,311	94.6%	96.8%	107.9%
Plant Pathology	157,543	119,402	97,798	174,601	115,187	N/A	159,217	115,187	97,798	90.2%	103.7%	N/A
Forest & Wildlife Ecology	136,504	N/A	91,556	140,408	118,634	95,000	139,942	118,634	95,000	97.2%	N/A	96.4%
Kinesiology	161,870	109,837	76,990	154,149	97,798	77,000	161,870	99,006	76,990	105.0%	112.3%	100.0%
Nelson Institute for Environmental Studies	171,458	102,155	91,556	126,203	102,074	N/A	131,806	102,115	91,556	135.9%	100.1%	N/A
Botany	137,183	102,760	N/A	169,261	110,449	91,980	167,505	110,449	91,980	81.0%	93.0%	N/A
Communicative Disorders	167,230	108,221	88,434	N/A	N/A	92,008	167,230	108,221	92,008	N/A	N/A	96.1%
Integrative Biology	155,644	98,942	100,996	165,904	110,580	98,940	163,389	98,942	99,980	93.8%	89.5%	102.1%
SMPH Admin	N/A	N/A	N/A	171,933	N/A	N/A	171,933	N/A	N/A	N/A	N/A	N/A
Anesthesiology	170,247	N/A	N/A	157,319	100,208	N/A	160,209	100,208	N/A	108.2%	N/A	N/A
Cell & Regenerative Biology	162,334	114,535	95,973	219,587	N/A	100,869	187,848	114,535	97,419	73.9%	N/A	95.1%
Biostatistics & Medical Informatics	186,880	141,412	106,275	196,461	132,321	107,682	191,971	141,412	106,275	95.1%	106.9%	98.7%
Family Medicine	120,888	N/A	N/A	163,064	103,851	99,024	159,259	103,851	99,024	74.1%	N/A	N/A
Genetics	155,958	N/A	N/A	146,036	N/A	108,491	147,670	N/A	108,491	106.8%	N/A	N/A
Obstetrics & Gynecology	135,989	97,697	94,091	159,426	N/A	86,899	155,027	97,697	94,091	85.3%	N/A	108.3%
Medical History & Bioethics	208,031	96,248	93,636	173,250	107,612	N/A	173,250	103,747	93,636	120.1%	89.4%	N/A
Human Oncology	N/A	83,283	N/A	133,130	93,008	74,624	133,130	84,544	74,624	N/A	89.5%	N/A
Emergency Medicine	N/A	146,128	N/A	161,539	N/A	102,273	161,539	146,128	102,273	N/A	N/A	N/A

Medicine	162,106	109,766	91,764	147,715	102,148	91,443	156,359	103,796	91,764	109.7%	107.5%	100.4%
Dermatology	161,735	N/A	N/A	152,918	N/A	83,692	161,735	N/A	83,692	105.8%	N/A	N/A
Medical Microbiology	145,942	N/A	96,770	152,360	128,206	N/A	145,942	128,206	96,770	95.8%	N/A	N/A
Medical Physics	149,713	N/A	N/A	151,014	128,213	111,829	151,014	128,213	111,829	99.1%	N/A	N/A
Neurology	168,270	92,191	97,419	124,645	87,041	53,581	168,270	91,465	97,419	135.0%	105.9%	181.8%
Neurological Surgery	N/A	N/A	127,685	101,266	N/A	93,636	101,266	N/A	110,661	N/A	N/A	136.4%
Oncology	144,549	131,745	N/A	173,896	136,019	99,019	161,026	133,882	99,019	83.1%	96.9%	N/A
Ophthalmology & Visual Sciences	168,270	119,173	113,001	154,297	N/A	N/A	154,297	119,173	113,001	109.1%	N/A	N/A
Orthopedics & Rehabilitation	64,600	66,163	42,574	120,153	119,173	84,278	86,391	92,668	42,574	53.8%	55.5%	50.5%
Neuroscience	172,095	N/A	102,290	156,954	112,478	97,954	157,659	112,478	102,273	109.6%	N/A	104.4%
Pathology & Laboratory Medicine	159,163	N/A	98,182	182,050	65,096	89,380	169,668	65,096	93,781	87.4%	N/A	109.8%
Pediatrics	154,644	143,182	112,467	160,483	158,051	102,273	158,175	151,196	110,661	96.4%	90.6%	110.0%
Biomolecular Chemistry	158,210	128,593	102,733	175,660	127,685	95,973	175,660	128,139	99,353	90.1%	100.7%	107.0%
Population Health Sciences	180,676	128,512	102,148	143,024	109,080	N/A	173,369	116,495	102,148	126.3%	117.8%	N/A
Psychiatry	128,209	88,175	89,609	131,789	107,072	70,850	131,789	97,624	83,455	97.3%	82.4%	126.5%
Radiology	190,499	N/A	64,124	129,467	111,745	49,855	146,566	111,745	50,545	147.1%	N/A	128.6%
Surgery	162,389	110,059	89,212	97,206	61,220	102,273	99,495	70,260	98,182	167.1%	179.8%	87.2%
Urology	N/A	N/A	N/A	193,471	N/A	N/A	193,471	N/A	42,574	N/A	N/A	N/A
School of Pharmacy	145,105	109,003	93,189	159,935	117,828	94,334	157,701	115,371	93,840	90.7%	92.5%	98.8%
Medical Sciences	137,775	115,288	106,658	144,602	N/A	106,405	144,602	115,288	106,531	95.3%	N/A	100.2%
Pathobiological Sciences	156,014	N/A	102,148	143,936	N/A	110,272	145,507	N/A	104,378	108.4%	N/A	92.6%
Comparative Biosciences	135,365	122,938	106,675	141,723	118,346	106,694	137,992	118,995	106,675	95.5%	103.9%	100.0%
Surgical Sciences	141,515	166,092	106,405	170,247	N/A	N/A	155,881	166,092	106,405	83.1%	N/A	N/A

Social Sciences **\$147,687** **\$104,129** **\$93,636** **\$172,853** **\$121,090** **\$117,222** **\$163,821** **\$109,712** **\$97,690** **85.4%** **86.0%** **79.9%**

Agricultural & Applied Economics	169,613	N/A	118,402	194,050	155,597	123,251	183,008	155,597	119,442	87.4%	N/A	96.1%
Life Sciences Communication	190,508	N/A	89,760	187,505	91,682	88,434	190,508	91,682	89,760	101.6%	N/A	101.5%
Community & Environmental Sociology	124,678	128,106	88,434	130,780	111,674	95,579	124,678	111,674	92,007	95.3%	114.7%	92.5%
School of Business	319,820	226,083	179,795	305,270	227,313	210,000	318,901	227,312	190,000	104.8%	99.5%	85.6%
Counseling Psychology	134,412	104,186	N/A	148,971	97,620	80,570	137,461	100,903	80,570	90.2%	106.7%	N/A
Curriculum & Instruction	139,855	102,944	85,000	179,718	112,724	84,793	149,956	105,427	85,000	77.8%	91.3%	100.2%
Educational Leadership & Policy Analysis	193,047	N/A	88,434	162,910	112,075	95,000	176,741	112,075	91,717	118.5%	N/A	93.1%
Educational Policy Studies	165,368	92,239	83,406	166,333	N/A	81,222	165,368	92,239	81,222	99.4%	N/A	102.7%
Educational Psychology	138,349	116,398	90,515	165,032	108,718	91,800	159,826	110,335	91,158	83.8%	107.1%	98.6%
Rehabilitation Psychology & Special Education	141,195	109,000	82,620	131,389	N/A	N/A	141,195	109,000	82,620	107.5%	N/A	N/A
School of Human Ecology	134,667	97,894	92,995	124,692	126,336	87,394	130,872	98,012	87,394	108.0%	77.5%	106.4%
Law School	194,409	192,096	142,800	194,673	179,776	142,668	194,673	192,096	142,800	99.9%	106.9%	100.1%
Extension Faculty	66,898	54,561	86,266	66,728	55,270	N/A	66,728	54,561	86,266	100.3%	98.7%	N/A
Anthropology	149,849	N/A	78,044	143,977	90,587	N/A	149,246	90,587	78,044	104.1%	N/A	N/A
Afro-American Studies	112,200	111,877	87,851	N/A	N/A	98,838	112,200	111,877	92,062	N/A	N/A	88.9%
Communication Arts	134,774	116,987	86,700	141,803	114,198	86,700	136,810	114,198	86,700	95.0%	102.4%	100.0%
Chicana/o Studies	N/A	N/A	97,194	N/A	N/A	N/A	N/A	N/A	97,194	N/A	N/A	N/A
Economics	297,669	N/A	156,953	318,507	217,668	156,953	311,125	217,668	156,953	93.5%	N/A	100.0%
Geography	157,680	112,637	91,800	144,335	102,694	97,480	145,614	109,261	96,133	109.2%	109.7%	94.2%
LaFollette School of Public Affairs	286,064	150,858	110,000	219,300	168,300	112,200	219,300	159,579	111,100	130.4%	89.6%	98.0%
School of Journalism & Mass Communication	128,021	107,198	89,375	191,760	109,003	89,030	168,000	109,003	89,375	66.8%	98.3%	100.4%
The Information School	136,700	104,129	91,800	142,679	96,797	91,800	142,679	100,463	91,800	95.8%	107.6%	100.0%
Political Science	190,241	168,332	102,606	171,671	154,901	96,621	175,997	157,735	99,170	110.8%	108.7%	106.2%
Psychology	183,662	132,600	94,103	170,911	125,000	N/A	180,087	125,000	94,103	107.5%	106.1%	N/A
Social Work	187,272	107,956	100,388	203,870	N/A	94,064	195,571	107,956	99,329	91.9%	N/A	106.7%
Sociology	186,467	158,100	93,636	159,993	130,855	123,750	186,467	142,800	100,000	116.5%	120.8%	75.7%
Planning & Landscape Architecture	140,883	103,218	84,914	134,133	N/A	88,676	134,902	103,218	86,595	105.0%	N/A	95.8%
School of Nursing	150,240	122,312	93,636	N/A	N/A	91,800	150,240	122,312	93,636	N/A	N/A	102.0%
Liberal Arts & Applied Studies	96,000	88,954	65,455	N/A	106,927	68,099	96,000	97,940	66,777	N/A	83.2%	96.1%
School for Workers	N/A	90,151	N/A	90,149	N/A	N/A	90,149	90,151	N/A	N/A	N/A	N/A

Humanities **\$123,358** **\$96,423** **\$84,273** **\$125,017** **\$97,636** **\$81,600** **\$124,709** **\$97,381** **\$83,640** **98.7%** **98.8%** **103.3%**

Art	123,708	91,684	81,000	123,708	92,663	N/A	123,708	92,174	81,000	100.0%	98.9%	N/A
Dance	113,047	97,067	72,076	121,109	N/A	77,693	116,274	97,067	77,693	93.3%	N/A	92.8%
Theatre & Drama	N/A	N/A	77,265	124,667	111,258	78,030	124,667	111,258	77,265	N/A	N/A	99.0%
African Cultural Studies	125,000	N/A	87,394	118,249	81,183	80,106	118,249	81,183	80,111	105.7%	N/A	109.1%
Art History	113,372	118,061	85,313	122,209	N/A	81,600	115,173	118,061	83,457	92.8%	N/A	104.6%
Classical and Near Eastern Studies	167,517	120,000	81,600	129,131	97,897	N/A	134,439	103,364	81,600	129.7%	122.6%	N/A
Comparative Literature	N/A	86,860	N/A	83,288	N/A	N/A	83,288	86,860	N/A	N/A	N/A	N/A
Asian Languages & Cultures	127,952	94,922	83,586	123,091	102,426	86,086	126,608	97,003	83,586	103.9%	92.7%	97.1%
English	127,500	98,933	85,313	130,037	98,521	85,274	130,003	98,540	85,274	98.0%	100.4%	100.0%
French & Italian	114,682	95,687	N/A	118,206	78,425	N/A	117,577	92,630	N/A	97.0%	122.0%	N/A
Center for Jewish Studies	N/A	N/A	N/A	139,000	N/A	N/A	139,000	N/A	N/A	N/A	N/A	N/A
Religious Studies Program	123,290	N/A	83,232	N/A	N/A	N/A	123,290	N/A	83,232	N/A	N/A	N/A
History	161,452	109,542	85,313	154,962	101,208	85,170	160,694	102,155	85,313	104.2%	108.2%	100.2%
Language Sciences Program	111,513	N/A	N/A	143,874	N/A	86,700	128,744	N/A	86,700	77.5%	N/A	N/A
School of Music	117,300	90,457	73,869	106,613	87,953	80,376	112,786	90,007	75,771	110.0%	102.8%	91.9%
Philosophy	135,252	104,310	N/A	177,032	107,741	N/A	161,758	107,204	N/A	76.4%	96.8%	N/A
German, Nordic, & Slavic	119,068	84,045	78,048	124,283	83,320	78,030	123,548	83,320	78,030	95.8%	100.9%	100.0%
Spanish & Portuguese	111,045	78,577	N/A	110,732	80,920	N/A	111,045	80,337	N/A	100.3%	97.1%	N/A
Gender & Women's Studies	121,021	108,952	88,740	N/A	N/A	88,434	121,021	108,952	88,740	N/A	N/A	100.3%

SOURCE: October 2021 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 Divisional totals but are not shown separately by department or division, to protect faculty confidentiality.

Prepared by : Jennifer Sheridan, WISELI

Table 12a. Offers Made, 2018-2021

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	65	102	38.9%	34	52.3%	65	63.7%
College of Engineering	26	40	39.4%	15	57.7%	27	67.5%
Letters & Sciences	37	59	38.5%	18	48.6%	35	59.3%
College of Agricultural & Life Sciences	2	3	40.0%	1	50.0%	3	100.0%
Biological Sciences	88	77	53.3%	67	76.1%	63	81.8%
Letters & Sciences	7	7	50.0%	4	57.1%	4	57.1%
School of Veterinary Medicine	14	3	82.4%	13	92.9%	3	100.0%
School of Pharmacy	3	5	37.5%	2	66.7%	4	80.0%
School of Medicine & Public Health	37	45	45.1%	31	83.8%	39	86.7%
College of Agricultural & Life Sciences	27	17	61.4%	17	63.0%	13	76.5%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	9	23	28.1%	3	33.3%	10	43.5%
College of Engineering	2	9	18.2%	1	50.0%	3	33.3%
Letters & Sciences	7	13	35.0%	2	28.6%	6	46.2%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	100.0%
Biological Sciences	19	18	51.4%	15	78.9%	11	61.1%
Letters & Sciences	0	1	0.0%	N/A	N/A	1	100.0%
School of Veterinary Medicine	0	0	N/A	N/A	N/A	N/A	N/A
School of Pharmacy	0	1	0.0%	N/A	N/A	0	0.0%
School of Medicine & Public Health	17	13	56.7%	13	76.5%	8	61.5%
College of Agricultural & Life Sciences	2	3	40.0%	2	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, 2018-2021

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	\$140,000	\$117 - \$380	\$140,000	\$94 - \$173	100.0%	\$140,000	\$117 - \$380	\$137,333	\$94 - \$164	101.9%
College of Engineering	\$137,333	\$120 - \$380	\$138,667	\$120 - \$157	99.0%	\$140,000	\$127 - \$380	\$136,667	\$120 - \$153	102.4%
Letters & Sciences	\$140,000	\$117 - \$168	\$143,333	\$94 - \$173	97.7%	\$136,667	\$117 - \$168	\$138,667	\$94 - \$164	98.6%
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	\$120,000	\$49 - \$720	\$120,000	\$42 - \$141	100.0%	\$118,278	\$50 - \$720	\$119,000	\$49 - \$141	99.4%
Letters & Sciences	\$128,000	\$113 - \$135	\$129,333	\$113 - \$133	99.0%	\$123,333	\$113 - \$135	\$129,333	\$129 - \$131	95.4%
School of Veterinary Medicine	\$121,500	\$62 - \$127	\$115,000	\$115 - \$118	105.7%	\$120,000	\$62 - \$127	\$115,000	\$115 - \$118	104.3%
School of Pharmacy	\$120,000	\$118 - \$123	\$112,500	\$112 - \$125	106.7%	\$120,333	\$118 - \$123	\$112,500	\$112 - \$125	107.0%
School of Medicine & Public Health	\$113,750	\$49 - \$159	\$112,500	\$49 - \$140	101.1%	\$112,250	\$50 - \$159	\$110,000	\$49 - \$135	102.0%
College of Agricultural & Life Sciences	\$120,667	\$59 - \$720	\$120,000	\$42 - \$141	100.6%	\$120,000	\$59 - \$720	\$125,333	\$117 - \$141	95.7%
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	\$200,000	\$153 - \$280	83.3%	\$166,667	\$120 - \$180	\$200,000	\$153 - \$280	83.3%
College of Engineering	\$166,667	\$167	\$200,000	\$167 - \$264	83.3%	\$166,667	\$167	\$200,000	\$180 - \$223	83.3%
Letters & Sciences	\$180,000	\$120 - \$267	\$206,667	\$167 - \$280	87.1%	\$150,000	\$120 - \$180	\$206,667	\$167 - \$280	72.6%
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 - \$319	\$148,333	\$100 - \$224	104.5%	\$160,000	\$100 - \$319	\$150,000	\$112 - \$224	106.7%
Letters & Sciences	N/A	N/A	\$120,000	\$120	N/A	N/A	N/A	\$120,000	\$120	N/A
School of Veterinary Medicine	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	\$155,000	\$52 - \$319	\$162,000	\$100 - \$210	95.7%	\$155,000	\$100 - \$319	\$147,500	\$112 - \$200	105.1%
College of Agricultural & Life Sciences	\$195,000	\$190 - \$200	\$200,000	\$147 - \$224	97.5%	\$195,000	\$190 - \$200	\$212,000	\$200 - \$224	92.0%

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

Table 12c. Total Startup Package* Offers, 2018-2021

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	\$450,000	\$30- \$2129	\$386,219	\$12 - \$1727	116.5%	\$447,587	\$30 - \$2129	\$400,000	\$26 - \$1727	111.9%
College of Engineering Letters & Sciences	\$570,000	\$230 - \$2129	\$585,000	\$100 - \$1727	97.4%	\$570,000	\$230 - \$2129	\$625,260	\$228 - \$1727	91.2%
College of Agricultural & Life Sciences	\$425,000	\$30 - \$1200	\$261,000	\$12 - \$1200	162.8%	\$400,000	\$30 - \$1200	\$213,000	\$26 - \$1200	187.8%
	\$231,622	\$193 - \$270	\$367,447	\$340 - \$549	63.0%	\$270,000	\$270	\$367,447	\$340 - \$549	73.5%
Biological Sciences	\$553,199	\$85 - \$1862	\$604,000	\$51 - \$1600	91.6%	\$527,724	\$85 - \$1862	\$617,000	\$51 - \$1600	85.5%
Letters & Sciences	\$500,500	\$250 - \$1306	\$836,800	\$564 - \$1306	59.8%	\$419,199	\$250 - \$1306	\$1,020,984	\$662 - \$1306	41.1%
School of Veterinary Medicine	\$590,673	\$420 - \$900	\$306,000	\$300 - \$630	193.0%	\$576,366	\$420 - \$900	\$306,000	\$300 - \$630	188.4%
School of Pharmacy	\$641,000	\$375 - \$1000	\$771,824	\$315 - \$899	83.1%	\$508,000	\$375 - \$641	\$771,824	\$315 - \$899	65.8%
School of Medicine & Public Health	\$537,500	\$100 - \$1755	\$600,000	\$51 - \$1600	89.6%	\$516,014	\$100 - \$1300	\$600,000	\$51 - \$1600	86.0%
College of Agricultural & Life Sciences	\$588,509	\$275 - \$1862	\$406,019	\$233 - \$1562	144.9%	\$540,000	\$275 - \$1862	\$406,019	\$233 - \$1562	133.0%
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	\$713,750	\$450 - \$2545	\$700,000	\$90 - \$2113	102.0%	\$600,000	\$504 - \$2545	\$588,500	\$90 - \$1500	102.0%
College of Engineering Letters & Sciences	\$868,833	\$504 - \$1233	\$950,000	\$267 - \$2113	91.5%	\$504,333	\$504	\$462,921	\$267 - \$592	108.9%
College of Agricultural & Life Sciences	\$713,750	\$450 - \$2545	\$650,000	\$90 - \$1700	109.8%	\$1,572,375	\$600 - \$2545	\$650,000	\$90 - \$1500	241.9%
	N/A	N/A	\$446,254	\$446	N/A	N/A	N/A	\$446,254	\$446	N/A
Biological Sciences	\$650,000	\$200 - \$3069	\$620,311	\$175 - \$4276	104.8%	\$775,000	\$200 - \$3069	\$690,621	\$175 - \$4276	112.2%
Letters & Sciences	N/A	N/A	\$690,621	\$691	N/A	N/A	N/A	\$690,621	\$691	N/A
School of Veterinary Medicine	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	\$650,000	\$200 - \$1300	\$550,000	\$175 - \$2874	118.2%	\$775,000	\$200 - \$1300	\$692,500	\$175 - \$2874	111.9%
College of Agricultural & Life Sciences	\$1,634,438	\$200 - \$3069	\$2,405,250	\$535 - \$4276	68.0%	\$1,634,438	\$200 - \$3069	\$2,405,250	\$535 - \$4276	68.0%

* Total Startup Package does not include Base Salary.

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

Table 13. New Hires, 2021

	2020-2021	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	29	41.4%
Physical Sciences	18	38.9%
Senior Hires		
Biological Sciences	8	62.5%
Physical Sciences	4	25.0%
Total Hires, Biological Sciences	37	45.9%
Total Hires, Physical Sciences	22	36.4%
Total Hires, Junior	47	40.4%
Total Hires, Senior	12	50.0%
TOTAL HIRES	59	42.4%

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

SOURCE: October 2020 and October 2021 HRS Frozen slice.