

Table 1. Number and Percent of Women Faculty in Science/Engineering by Department, 2022

Division/Department	Women	Men	Total	% Women
Physical Sciences	104.76	388.65	493.41	21.2%
A072200 Biological Systems Engineering	4.00	11.25	15.25	26.2%
A075400 Soil Science	3.00	8.00	11.00	27.3%
A191200 Chemical & Biological Engineering	2.00	16.00	18.00	11.1%
A191500 Civil & Environmental Engineering	6.50	24.75	31.25	20.8%
A192500 Electrical & Computer Engineering	10.00	34.50	44.50	22.5%
A194200 Biomedical Engineering	7.20	7.40	14.60	49.3%
A195000 Industrial & Systems Engineering	4.00	16.00	20.00	20.0%
A196200 Mechanical Engineering	4.00	34.00	38.00	10.5%
A197500 Materials Science & Engineering	4.00	15.00	19.00	21.1%
A198000 Engineering Physics	5.00	14.25	19.25	26.0%
A481100 Astronomy	6.56	7.00	13.56	48.4%
A481500 Chemistry	7.75	31.00	38.75	20.0%
A482000 Computer Sciences	5.00	42.00	47.00	10.6%
A483200 Geoscience	6.00	13.00	19.00	31.6%
A485400 Mathematics	10.50	47.50	58.00	18.1%
A485700 Atmospheric & Oceanic Sciences	6.00	10.00	16.00	37.5%
A486700 Physics	6.25	38.00	44.25	14.1%
A489000 Statistics	7.00	19.00	26.00	26.9%
Biological Sciences	305.55	489.65	795.20	38.4%
A072500 Animal & Dairy Science	7.00	21.00	28.00	25.0%
A072600 Agronomy	5.00	10.25	15.25	32.8%
A072800 Bacteriology	6.50	10.75	17.25	37.7%
A073000 Biochemistry	9.00	23.00	32.00	28.1%
A073600 Entomology	3.00	6.00	9.00	33.3%
A074000 Food Science	4.00	6.00	10.00	40.0%
A074200 Genetics	4.50	7.00	11.50	39.1%
A074300 Horticulture	5.00	5.00	10.00	50.0%
A074600 Nutritional Sciences	5.00	7.50	12.50	40.0%
A074800 Plant Pathology	7.25	5.50	12.75	56.9%
A076400 Forest & Wildlife Ecology	5.50	11.50	17.00	32.4%
A176000 Kinesiology	13.00	7.90	20.90	62.2%
A403900 Nelson Institute for Environmental Studies	8.25	3.50	11.75	70.2%
A481300 Botany	5.50	8.00	13.50	40.7%
A481800 Communicative Disorders	9.00	3.00	12.00	75.0%
A489700 Integrative Biology	11.00	15.00	26.00	42.3%
A530220 SMPH Admin	0.00	1.00	1.00	0.0%
A530900 Anesthesiology	1.00	4.00	5.00	20.0%
A531100 Cell & Regenerative Biology	11.00	5.00	16.00	68.8%
A531200 Biostatistics & Medical Informatics	4.75	20.25	25.00	19.0%
A532000 Family Medicine	3.00	6.00	9.00	33.3%
A532500 Genetics	1.50	5.00	6.50	23.1%
A532800 Obstetrics & Gynecology	4.75	7.00	11.75	40.4%
A533100 Medical History & Bioethics	4.00	4.50	8.50	47.1%
A533300 Human Oncology	2.00	7.60	9.60	20.8%
A534100 Emergency Medicine	2.00	3.00	5.00	40.0%
A534200 Medicine	34.50	56.40	90.90	38.0%
A534300 Dermatology	1.00	5.00	6.00	16.7%
A534700 Medical Microbiology	6.45	5.00	11.45	56.3%
A534800 Medical Physics	1.80	19.25	21.05	8.6%
A535100 Neurology	8.00	4.30	12.30	65.0%

A535700	Neurological Surgery	1.00	7.00	8.00	12.5%
A535900	Oncology	6.50	11.50	18.00	36.1%
A536000	Ophthalmology & Visual Sciences	8.00	5.00	13.00	61.5%
A536100	Orthopedics & Rehabilitation	3.00	6.85	9.85	30.5%
A536200	Neuroscience	4.00	16.00	20.00	20.0%
A536300	Pathology & Laboratory Medicine	4.00	11.00	15.00	26.7%
A536700	Pediatrics	15.50	12.35	27.85	55.7%
A537700	Biomolecular Chemistry	4.80	8.75	13.55	35.4%
A538500	Population Health Sciences	10.50	6.60	17.10	61.4%
A538900	Psychiatry	8.00	9.40	17.40	46.0%
A539300	Radiology	3.00	17.00	20.00	15.0%
A539700	Surgery	12.00	23.00	35.00	34.3%
A539800	Urology	0.00	4.00	4.00	0.0%
A561000	School of Pharmacy	10.00	20.00	30.00	33.3%
A872100	Medical Sciences	4.00	4.00	8.00	50.0%
A873100	Pathobiological Sciences	7.00	11.00	18.00	38.9%
A874100	Comparative Biosciences	6.00	10.00	16.00	37.5%
A875100	Surgical Sciences	4.00	2.00	6.00	66.7%

Social Sciences	310.25	322.00	632.25	49.1%
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A072000	Agricultural & Applied Economics	4.00	11.00	15.00	26.7%
A072400	Life Sciences Communication	4.00	4.00	8.00	50.0%
A075200	Community & Environmental Sociology	4.40	4.00	8.40	52.4%
A120000	School of Business	26.00	60.17	86.17	30.2%
A171600	Counseling Psychology	4.00	5.00	9.00	44.4%
A172000	Curriculum & Instruction	18.00	11.00	29.00	62.1%
A172300	Educational Leadership & Policy Analysis	7.00	6.00	13.00	53.8%
A172700	Educational Policy Studies	9.00	4.00	13.00	69.2%
A173000	Educational Psychology	8.00	13.00	21.00	38.1%
A177800	Rehabilitation Psychology & Special Education	11.00	4.00	15.00	73.3%
A271000	School of Human Ecology	28.25	10.00	38.25	73.9%
A451000	Law School	16.50	14.50	31.00	53.2%
A472000	Extension Faculty	30.05	20.00	50.05	60.0%
A480700	Anthropology	9.00	6.00	15.00	60.0%
A480800	Afro-American Studies	6.50	1.00	7.50	86.7%
A481400	Communication Arts	10.00	12.00	22.00	45.5%
A481600	Chicana/o Studies	0.75	0.00	0.75	100.0%
A482200	Economics	6.00	32.83	38.83	15.5%
A482900	Geography	7.50	13.00	20.50	36.6%
A484400	LaFollette School of Public Affairs	9.00	7.75	16.75	53.7%
A484900	School of Journalism & Mass Communication	7.00	7.50	14.50	48.3%
A485100	The Information School	5.00	6.50	11.50	43.5%
A487200	Political Science	10.00	20.25	30.25	33.1%
A487400	Psychology	16.00	17.00	33.00	48.5%
A488200	Social Work	16.00	2.00	18.00	88.9%
A488300	Sociology	10.50	14.50	25.00	42.0%
A489400	Planning & Landscape Architecture	3.00	9.00	12.00	25.0%
A545000	School of Nursing	19.00	1.00	20.00	95.0%
A938800	Liberal Arts & Applied Studies	2.80	2.00	4.80	58.3%
A938900	School for Workers	2.00	3.00	5.00	40.0%

Humanities	171.30	151.50	323.80	52.9%
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A171000	Art	16.00	11.00	27.00	59.3%
A176200	Dance	5.75	2.00	7.75	74.2%
A179200	Theatre & Drama	3.00	3.00	6.00	50.0%
A480000	College of Letters & Science	1.00	1.00	2.00	50.0%
A480600	African Cultural Studies	3.00	6.00	9.00	33.3%

A480900	Art History	8.00	3.00	11.00	72.7%
A481700	Classical and Near Eastern Studies	2.00	7.00	9.00	22.2%
A482100	Asian Languages & Cultures	8.50	7.00	15.50	54.8%
A482400	English	27.20	19.00	46.20	58.9%
A482600	French & Italian	8.00	6.00	14.00	57.1%
A483300	Center for Jewish Studies	0.00	1.00	1.00	0.0%
A483400	Religious Studies Program	2.00	0.00	2.00	100.0%
A483800	History	27.85	26.50	54.35	51.2%
A485200	Language Sciences Program	2.00	3.00	5.00	40.0%
A486000	School of Music	12.50	18.00	30.50	41.0%
A486500	Philosophy	4.00	13.00	17.00	23.5%
A487000	German, Nordic, & Slavic	15.00	14.00	29.00	51.7%
A488500	Spanish & Portuguese	9.00	10.00	19.00	47.4%
A489600	Gender & Women's Studies	16.50	1.00	17.50	94.3%

SOURCE: October 2022 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, 2022

Division/Department	Women			Men			Total			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Physical Sciences	43.70	11.00	50.06	236.15	57.25	95.25	279.85	68.25	145.31	15.6%	16.1%	34.5%
A072200 Biological Systems Engineering	1.00	1.00	2.00	8.25	2.00	1.00	9.25	3.00	3.00	10.8%	33.3%	66.7%
A075400 Soil Science	0.00	1.00	2.00	5.00	1.00	2.00	5.00	2.00	4.00	0.0%	50.0%	50.0%
A191200 Chemical & Biological Engineering	1.00	0.00	1.00	11.00	2.00	3.00	12.00	2.00	4.00	8.3%	0.0%	25.0%
A191500 Civil & Environmental Engineering	1.50	3.00	2.00	11.75	7.00	6.00	13.25	10.00	8.00	11.3%	30.0%	25.0%
A192500 Electrical & Computer Engineering	4.00	0.00	6.00	18.00	6.25	10.25	22.00	6.25	16.25	18.2%	0.0%	36.9%
A194200 Biomedical Engineering	3.20	1.00	3.00	3.40	3.00	1.00	6.60	4.00	4.00	48.5%	25.0%	75.0%
A195000 Industrial & Systems Engineering	2.00	0.00	2.00	8.00	2.00	6.00	10.00	2.00	8.00	20.0%	0.0%	25.0%
A196200 Mechanical Engineering	0.00	2.00	2.00	15.00	10.00	9.00	15.00	12.00	11.00	0.0%	16.7%	18.2%
A197500 Materials Science & Engineering	3.00	0.00	1.00	10.00	1.00	4.00	13.00	1.00	5.00	23.1%	0.0%	20.0%
A198000 Engineering Physics	1.00	0.00	4.00	8.25	2.00	4.00	9.25	2.00	8.00	10.8%	0.0%	50.0%
A481100 Astronomy	5.00	0.00	1.56	5.00	0.00	2.00	10.00	0.00	3.56	50.0%	N/A	43.8%
A481500 Chemistry	5.75	0.00	2.00	25.00	0.00	6.00	30.75	0.00	8.00	18.7%	N/A	25.0%
A482000 Computer Sciences	1.00	0.00	4.00	22.00	8.00	12.00	23.00	8.00	16.00	4.3%	0.0%	25.0%
A483200 Geoscience	2.00	0.00	4.00	8.00	4.00	1.00	10.00	4.00	5.00	20.0%	0.0%	80.0%
A485400 Mathematics	5.00	3.00	2.50	28.50	5.00	14.00	33.50	8.00	16.50	14.9%	37.5%	15.2%
A485700 Atmospheric & Oceanic Sciences	1.00	0.00	5.00	8.00	0.00	2.00	9.00	0.00	7.00	11.1%	N/A	71.4%
A486700 Physics	4.25	0.00	2.00	32.00	3.00	3.00	36.25	3.00	5.00	11.7%	0.0%	40.0%
A489000 Statistics	3.00	0.00	4.00	9.00	1.00	9.00	12.00	1.00	13.00	25.0%	0.0%	30.8%
Biological Sciences	139.80	69.50	96.25	295.35	93.75	100.55	435.15	163.25	196.80	32.1%	42.6%	48.9%
A072500 Animal & Dairy Science	2.00	0.00	5.00	14.00	0.00	7.00	16.00	0.00	12.00	12.5%	N/A	41.7%
A072600 Agronomy	3.00	2.00	0.00	8.25	1.00	1.00	11.25	3.00	1.00	26.7%	66.7%	0.0%
A072800 Bacteriology	2.50	1.00	3.00	5.75	3.00	2.00	8.25	4.00	5.00	30.3%	25.0%	60.0%
A073000 Biochemistry	6.00	0.00	3.00	15.00	2.00	6.00	21.00	2.00	9.00	28.6%	0.0%	33.3%
A073600 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%
A074000 Food Science	1.00	0.00	3.00	3.00	2.00	1.00	4.00	2.00	4.00	25.0%	0.0%	75.0%
A074200 Genetics	2.50	0.00	2.00	5.00	0.00	2.00	7.50	0.00	4.00	33.3%	N/A	50.0%
A074300 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%
A074600 Nutritional Sciences	3.00	1.00	1.00	3.50	1.00	3.00	6.50	2.00	4.00	46.2%	50.0%	25.0%
A074800 Plant Pathology	3.25	2.00	2.00	2.50	3.00	0.00	5.75	5.00	2.00	56.5%	40.0%	100.0%
A076400 Forest & Wildlife Ecology	2.00	1.00	2.50	10.00	0.50	1.00	12.00	1.50	3.50	16.7%	66.7%	71.4%
A176000 Kinesiology	3.00	6.00	4.00	4.00	3.00	0.90	7.00	9.00	4.90	42.9%	66.7%	81.6%
A403900 Nelson Institute for Environmental Studies	2.50	3.50	2.25	3.00	0.50	0.00	5.50	4.00	2.25	45.5%	87.5%	100.0%
A481300 Botany	3.50	2.00	0.00	7.00	0.00	1.00	10.50	2.00	1.00	33.3%	100.0%	0.0%
A481800 Communicative Disorders	5.00	1.00	3.00	0.00	0.00	3.00	5.00	1.00	6.00	100.0%	100.0%	50.0%
A489700 Integrative Biology	7.00	0.00	4.00	8.00	3.00	4.00	15.00	3.00	8.00	46.7%	0.0%	50.0%
A530220 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
A530900 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
A531100 Cell & Regenerative Biology	4.00	4.00	3.00	1.00	0.00	4.00	5.00	4.00	7.00	80.0%	100.0%	42.9%
A531200 Biostatistics & Medical Informatics	1.50	2.00	1.25	7.50	4.75	8.00	9.00	6.75	9.25	16.7%	29.6%	13.5%
A532000 Family Medicine	3.00	0.00	0.00	3.00	1.00	2.00	6.00	1.00	2.00	50.0%	0.0%	0.0%
A532500 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%
A532800 Obstetrics & Gynecology	2.00	2.00	0.75	5.00	1.00	1.00	7.00	3.00	1.75	28.6%	66.7%	42.9%
A533100 Medical History & Bioethics	1.00	1.00	2.00	2.50	2.00	0.00	3.50	3.00	2.00	28.6%	33.3%	100.0%
A533300 Human Oncology	0.00	1.00	1.00	3.60	2.00	2.00	3.60	3.00	3.00	0.0%	33.3%	33.3%
A534100 Emergency Medicine	0.00	2.00	0.00	1.00	0.00	2.00	1.00	2.00	2.00	0.0%	100.0%	0.0%
A534200 Medicine	13.50	12.00	9.00	33.40	15.00	8.00	46.90	27.00	17.00	28.8%	44.4%	52.9%
A534300 Dermatology	1.00	0.00	0.00	2.00	0.00	3.00	3.00	0.00	3.00	33.3%	N/A	0.0%
A534700 Medical Microbiology	3.45	1.00	2.00	2.00	3.00	0.00	5.45	4.00	2.00	63.3%	25.0%	100.0%
A534800 Medical Physics	1.80	0.00	0.00	10.00	5.00	4.25	11.80	5.00	4.25	15.3%	0.0%	0.0%
A535100 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%
A535700 Neurological Surgery	0.00	0.00	1.00	6.00	1.00	0.00	6.00	1.00	1.00	0.0%	0.0%	100.0%
A535900 Oncology	6.50	0.00	0.00	9.50	0.00	2.00	16.00	0.00	2.00	40.6%	N/A	0.0%

A536000	Ophthalmology & Visual Sciences	3.00	1.00	4.00	5.00	0.00	0.00	8.00	1.00	4.00	37.5%	100.0%	100.0%
A536100	Orthopedics & Rehabilitation	2.00	0.00	1.00	3.00	1.00	2.85	5.00	1.00	3.85	40.0%	0.0%	26.0%
A536200	Neuroscience	3.00	0.00	1.00	11.00	3.00	2.00	14.00	3.00	3.00	21.4%	0.0%	33.3%
A536300	Pathology & Laboratory Medicine	3.00	0.00	1.00	6.00	2.00	3.00	9.00	2.00	4.00	33.3%	0.0%	25.0%
A536700	Pediatrics	7.50	3.00	5.00	7.60	4.00	0.75	15.10	7.00	5.75	49.7%	42.9%	87.0%
A537700	Biomolecular Chemistry	2.80	2.00	0.00	6.75	1.00	1.00	9.55	3.00	1.00	29.3%	66.7%	0.0%
A538500	Population Health Sciences	4.00	1.00	5.50	5.60	1.00	0.00	9.60	2.00	5.50	41.7%	50.0%	100.0%
A538900	Psychiatry	4.00	1.00	3.00	4.40	5.00	0.00	8.40	6.00	3.00	47.6%	16.7%	100.0%
A539300	Radiology	1.00	1.00	1.00	10.00	3.00	4.00	11.00	4.00	5.00	9.1%	25.0%	20.0%
A539700	Surgery	7.00	2.00	3.00	14.00	6.00	3.00	21.00	8.00	6.00	33.3%	25.0%	50.0%
A539800	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%
A561000	School of Pharmacy	3.00	5.00	2.00	10.00	6.00	4.00	13.00	11.00	6.00	23.1%	45.5%	33.3%
A872100	Medical Sciences	2.00	2.00	0.00	3.00	0.00	1.00	5.00	2.00	1.00	40.0%	100.0%	0.0%
A873100	Pathobiological Sciences	2.00	0.00	5.00	8.00	1.00	2.00	10.00	1.00	7.00	20.0%	0.0%	71.4%
A874100	Comparative Biosciences	3.00	1.00	2.00	5.00	3.00	2.00	8.00	4.00	4.00	37.5%	25.0%	50.0%
A875100	Surgical Sciences	2.00	0.00	2.00	2.00	0.00	0.00	4.00	0.00	2.00	50.0%	N/A	100.0%
Social Sciences		144.25	71.00	95.00	193.00	65.00	64.00	337.25	136.00	159.00	42.8%	52.2%	59.7%
A072000	Agricultural & Applied Economics	2.00	0.00	2.00	6.00	4.00	1.00	8.00	4.00	3.00	25.0%	0.0%	66.7%
A072400	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%
A075200	Community & Environmental Sociology	2.00	0.40	2.00	2.00	1.00	1.00	4.00	1.40	3.00	50.0%	28.6%	66.7%
A120000	School of Business	6.00	7.00	13.00	30.17	17.00	13.00	36.17	24.00	26.00	50.0%	29.2%	50.0%
A171600	Counseling Psychology	2.00	1.00	1.00	2.00	1.00	2.00	4.00	2.00	3.00	50.0%	50.0%	33.3%
A172000	Curriculum & Instruction	10.00	3.00	5.00	5.00	1.00	5.00	15.00	4.00	10.00	66.7%	75.0%	50.0%
A172300	Educational Leadership & Policy Analysis	5.00	0.00	2.00	4.00	1.00	1.00	9.00	1.00	3.00	55.6%	0.0%	66.7%
A172700	Educational Policy Studies	5.00	2.00	2.00	2.00	0.00	2.00	7.00	2.00	4.00	71.4%	100.0%	50.0%
A173000	Educational Psychology	4.00	3.00	1.00	6.00	6.00	1.00	10.00	9.00	2.00	40.0%	33.3%	50.0%
A177800	Rehabilitation Psychology & Special Education	2.00	3.00	6.00	4.00	0.00	0.00	6.00	3.00	6.00	33.3%	100.0%	100.0%
A271000	School of Human Ecology	14.00	5.00	9.25	6.00	3.00	1.00	20.00	8.00	10.25	70.0%	62.5%	90.2%
A451000	Law School	10.50	2.00	4.00	8.50	3.00	3.00	19.00	5.00	7.00	55.3%	40.0%	57.1%
A472000	Extension Faculty	9.95	20.10	0.00	11.00	9.00	0.00	20.95	29.10	0.00	47.5%	69.1%	N/A
A480700	Anthropology	8.00	0.00	1.00	5.00	1.00	0.00	13.00	1.00	1.00	61.5%	0.0%	100.0%
A480800	Afro-American Studies	4.50	1.00	1.00	0.00	0.00	1.00	4.50	1.00	2.00	100.0%	100.0%	50.0%
A481400	Communication Arts	7.00	0.00	3.00	8.00	2.00	2.00	15.00	2.00	5.00	46.7%	0.0%	60.0%
A481600	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%
A482200	Economics	4.00	1.00	1.00	17.83	3.00	12.00	21.83	4.00	13.00	18.3%	25.0%	7.7%
A482900	Geography	2.50	3.50	1.50	9.00	2.00	2.00	11.50	5.50	3.50	21.7%	63.6%	42.9%
A484400	LaFollette School of Public Affairs	1.00	3.00	5.00	4.75	1.00	2.00	5.75	4.00	7.00	17.4%	75.0%	71.4%
A484900	School of Journalism & Mass Communication	3.00	2.00	2.00	4.50	1.00	2.00	7.50	3.00	4.00	40.0%	66.7%	50.0%
A485100	The Information School	4.00	0.00	1.00	1.50	1.00	4.00	5.50	1.00	5.00	72.7%	0.0%	20.0%
A487200	Political Science	6.00	3.00	1.00	17.25	2.00	1.00	23.25	5.00	2.00	25.8%	60.0%	50.0%
A487400	Psychology	13.00	2.00	1.00	12.00	3.00	2.00	25.00	5.00	3.00	52.0%	40.0%	33.3%
A488200	Social Work	5.00	3.00	8.00	2.00	0.00	0.00	7.00	3.00	8.00	71.4%	100.0%	100.0%
A488300	Sociology	5.00	2.00	3.50	11.50	1.00	2.00	16.50	3.00	5.50	30.3%	66.7%	63.6%
A489400	Planning & Landscape Architecture	2.00	0.00	1.00	8.00	0.00	1.00	10.00	0.00	2.00	20.0%	N/A	50.0%
A545000	School of Nursing	5.00	2.00	12.00	0.00	0.00	1.00	5.00	2.00	13.00	100.0%	100.0%	92.3%
A938800	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%
A938900	School for Workers	0.00	1.00	1.00	3.00	0.00	0.00	3.00	1.00	1.00	0.0%	100.0%	100.0%
Humanities		76.95	44.35	50.00	92.50	27.00	32.00	169.45	71.35	83.00	45.4%	62.2%	60.2%
A171000	Art	5.00	7.00	4.00	10.00	0.00	1.00	15.00	7.00	5.00	33.3%	100.0%	80.0%
A176200	Dance	2.00	2.00	1.75	2.00	0.00	0.00	4.00	2.00	1.75	50.0%	100.0%	100.0%
A179200	Theatre & Drama	0.00	0.00	3.00	1.00	1.00	1.00	1.00	1.00	4.00	0.0%	0.0%	75.0%
A480000	College of Letters & Science	0.00	1.00	0.00	1.00	0.00	0.00	1.00	1.00	0.00	0.0%	100.0%	N/A
A480600	African Cultural Studies	2.00	1.00	0.00	2.00	2.00	2.00	4.00	3.00	2.00	50.0%	33.3%	0.0%
A480900	Art History	4.00	2.00	2.00	2.00	0.00	1.00	6.00	2.00	3.00	66.7%	100.0%	66.7%
A481700	Classical and Near Eastern Studies	1.00	0.00	1.00	6.00	1.00	0.00	7.00	1.00	1.00	14.3%	0.0%	100.0%
A482100	Asian Languages & Cultures	5.00	2.00	1.50	3.00	2.00	2.00	8.00	4.00	3.50	62.5%	50.0%	42.9%
A482400	English	11.20	6.00	10.00	14.00	2.00	3.00	25.20	8.00	13.00	44.4%	75.0%	76.9%

A482600	French & Italian	3.00	5.00	0.00	5.00	1.00	0.00	8.00	6.00	0.00	37.5%	83.3%	N/A
A483300	Center for Jewish Studies	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0.00	0.0%	N/A	N/A
A483400	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%
A483800	History	12.50	7.60	7.75	11.50	5.00	10.00	24.00	12.60	17.75	52.1%	60.3%	43.7%
A485200	Language Sciences Program	1.00	0.00	1.00	2.00	0.00	1.00	3.00	0.00	2.00	33.3%	N/A	50.0%
A486000	School of Music	6.50	2.00	4.00	13.00	3.00	2.00	19.50	5.00	6.00	33.3%	40.0%	66.7%
A486500	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%
A487000	German, Nordic, & Slavic	10.00	2.00	3.00	4.00	3.00	7.00	14.00	5.00	10.00	71.4%	40.0%	30.0%
A488500	Spanish & Portuguese	7.00	2.00	0.00	7.00	3.00	0.00	14.00	5.00	0.00	50.0%	40.0%	N/A
A489600	Gender & Women's Studies	4.75	2.75	9.00	0.00	0.00	1.00	4.75	2.75	10.00	100.0%	100.0%	90.0%

SOURCE: October 2022 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, 2022

2018 - 2022

Division/Department	Women			Men		
	Reviewed	Achieved	%	Reviewed	Achieved	%
Physical Sciences	18	18	100.0%	56	55	98.2%
Biological Sciences	32	32	100.0%	54	53	98.1%
Social Sciences	40	39	97.5%	37	37	100.0%
Humanities	40	40	100.0%	25	22	88.0%

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, 2022

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	9.0	2.0	13.0	20.0	9.0	2.0	11.0	19.0	9.0	2.0	69.2%	85.0%	100.0%	100.0%
Physical Sciences	4.0	18.0	6.0	2.0	13.0	20.0	7.0	2.0	11.0	20.0	7.0	2.0	30.8%	90.0%	85.7%	100.0%
Biological Sciences	9.0	16.0	9.0	3.0	14.0	20.0	9.0	2.0	12.0	19.0	9.0	3.0	64.3%	80.0%	100.0%	150.0%
Social Sciences	9.0	16.0	9.0	2.0	11.0	17.0	9.0	2.0	10.0	17.0	9.0	2.0	81.8%	94.1%	100.0%	100.0%
Humanities	10.0	20.0	9.0	2.0	13.0	21.0	10.0	2.0	11.0	21.0	10.0	2.0	76.9%	95.2%	100.0%	100.0%

SOURCE: October 2022 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, 2021-2022

	Headcounts			%		
	Retired	Resigned	2021 Total Faculty	Retired	Resigned	Left UW
Total	74	59	2292	3.2%	2.6%	5.8%
Women	25	31	896	2.8%	3.5%	6.3%
Men	49	28	1396	3.5%	2.0%	5.5%
Physical Sciences						
Women	0	2	94	0.0%	2.1%	2.1%
Men	7	2	381	1.8%	0.5%	2.4%
Biological Sciences						
Women	9	6	302	3.0%	2.0%	5.0%
Men	19	7	515	3.7%	1.4%	5.0%
Social Sciences						
Women	12	20	333	3.6%	6.0%	9.6%
Men	15	18	348	4.3%	5.2%	9.5%
Humanities						
Women	4	3	167	2.4%	1.8%	4.2%
Men	8	1	152	5.3%	0.7%	5.9%

SOURCE: October 2021 and 2022 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, 2022

Division	Total Faculty (Full Profs.)			Department Chairs				
	Women	Men	% Women	Women	Men	% Women	% Women Chairs	% Men Chairs
Physical Sciences	48	261	15.5%	3	15	16.7%	6.3%	5.7%
Biological Sciences	127	274	31.7%	20	25	44.4%	15.7%	9.1%
Social Sciences	122	172	41.5%	18	19	48.6%	14.8%	11.0%
Humanities	96	107	47.3%	11	7	61.1%	11.5%	6.5%
Total	393	814	32.6%	52	66	44.1%	13.2%	8.1%

SOURCE: HRS appointment system frozen slice, October 2022.

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, 2022

Division	Total Faculty (Full Profs.)			Deans (Faculty)				
	Women	Men	% Women	Women	Men	% Women	% Women Deans	% Men Deans
Physical Sciences	51	266	16.1%	1	7	12.5%	2.0%	2.6%
Biological Sciences	127	283	31.0%	9	14	39.1%	7.1%	4.9%
Social Sciences	141	184	43.4%	15	13	53.6%	10.6%	7.1%
Humanities	98	107	47.8%	2	2	50.0%	2.0%	1.9%
Total	417	840	33.2%	27	36	42.9%	6.5%	4.3%

SOURCE: HRS Frozen Appointment Data view, October 2022.

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, 2022

Division	Total Faculty (Full Profs.)			Central Administration				
	Women	Men	% Women	Women	Men	% Women	% Women Admin.	% Men Admin.
Physical Sciences	51	266	16.1%	1	2	33.3%	2.0%	0.8%
Biological Sciences	127	283	31.0%	3	0	100.0%	2.4%	0.0%
Social Sciences	141	184	43.4%	1	3	25.0%	0.7%	1.6%
Humanities	98	107	47.8%	1	0	100.0%	1.0%	0.0%
Total	417	840	33.2%	6	5	54.5%	1.4%	0.6%

SOURCE: HRS Frozen Appointment Data view, October 2022.

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, 2022

Division	Total Faculty (Full Profs.)			Large Center & Institute Directors				
	Women	Men	% Women	Women	Men	% Women	% Women Ctr Dir.	% Men Ctr Dir.
Physical Sciences	51	266	16.1%	1	4	20.0%	2.0%	1.5%
Biological Sciences	127	283	31.0%	10	15	40.0%	7.9%	5.3%
Social Sciences	141	184	43.4%	11	9	55.0%	7.8%	4.9%
Humanities	98	107	47.8%	2	5	28.6%	2.0%	4.7%
Total	417	840	33.2%	24	33	42.1%	5.8%	3.9%

SOURCE: HRS appointment system frozen slice, October 2022.

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, 2022

	<u>Women</u>	<u>Men</u>	<u>% Women</u>
Named Professorships			
Vilas Research Professors	8	8	50.0%
Vilas Distinguished Achievement	35	48	42.2%
Hilldale Professors	1	3	25.0%
Named-Bascom Professors	28	47	37.3%
Steenbock Professors	0	7	0.0%
WARF Professorships	27	47	36.5%
Other named professorships	86	193	30.8%
New named professorships	36	42	46.2%
Holds two named professorships	31	64	32.6%
Number holding named professorships	153	284	35.0%
Full Professors at UW-Madison	417	840	33.2%
Major Awards			
Vilas Associate Award	10	13	43.5%
Hilldale Award	2	2	50.0%
H. I. Romnes Faculty Fellowship	5	13	27.8%
WARF Kellett Mid-Career Award	4	8	33.3%
Tenured Professors at UW-Madison	616	1090	36.1%

SOURCE: Office of the Provost. Totals from HRS appointment system frozen slice October 2022.

NOTE: Counts of Full Professors are headcounts of active "Professor" appointments in October 2022; counts of Tenured Professors are headcounts of active "Professor" and "Associate Professor" appointments in October 2022.

Prepared by: Jennifer Sheridan, WISELI

Table 9. Number and Percent of Women on Influential Committees, 2022

	Women & Non- Binary	Men	% Women & Non- Binary
Executive & Legislative TOTAL	134	213	38.6%
University Committee	4	2	66.7%
Faculty Senate/Senators Total	67	129	34.2%
<i>Physical Sciences</i>	2	36	5.3%
<i>Biological Sciences</i>	20	45	30.8%
<i>Social Sciences</i>	28	29	49.1%
<i>Arts & Humanities</i>	17	19	47.2%
Faculty Senate/Alternates Total	63	82	43.4%
<i>Physical Sciences</i>	3	21	12.5%
<i>Biological Sciences</i>	27	33	45.0%
<i>Social Sciences</i>	21	19	52.5%
<i>Arts & Humanities</i>	12	9	57.1%
Instruction, Education and Student Policies	34	46	42.5%
Athletic Board	3	9	25.0%
Dean of Students Advisory	3	1	75.0%
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)	3	3	50.0%
University Academic Planning Council (UAPC)	6	4	60.0%
University Curriculum	3	5	37.5%
University Libraries (ULC)	4	4	50.0%
Campus Operations	10	23	30.3%
Budget	0	3	0.0%
Campus Planning	6	8	42.9%
Campus Transportation	1	2	33.3%
Information Technology (ITC)	2	7	22.2%
Rec Well Board	1	2	33.3%
University Child Care	0	1	0.0%
Diversity and Climate	17	5	77.3%
Campus Diversity and Climate	3	1	75.0%
Committee for Women in the University	6	0	100.0%
Disability Access and Inclusion	3	0	100.0%
Immigration and International Issues	0	4	0.0%
LGBTQ+ Committee	5	0	100.0%
Policy and Personnel, and Governance	36	56	39.1%
Committee on Committees	5	5	50.0%
Divisional Committee Arts & Humanities	3	9	25.0%
Divisional Committee Biological Sciences	6	6	50.0%
Divisional Committee Physical Sciences	3	9	25.0%
Divisional Committee Social Sciences	5	7	41.7%
Divisional Committee Review Council	0	4	0.0%
Faculty Rights and Responsibilities (CFRR)	6	3	66.7%
Retirement Issues	2	1	66.7%
University Research Council	3	6	33.3%
Faculty Consultative Committee On Financial Emergency	3	6	33.3%
Awards	16	22	42.1%
Distinguished Teaching Awards Committee	2	3	40.0%
Honorary Degrees	8	16	33.3%
Knapp Bequest	4	0	100.0%
University Lectures Committee	2	3	40.0%
All Faculty	909	1382	39.7%
Physical Sciences	118	428	21.6%
Biological Sciences	264	468	36.1%
Social Sciences	319	307	51.0%
Arts & Humanities	208	179	53.7%

SOURCE: Committee Tracker, <https://committeetracker.wisc.edu/Committee/Committees>, Office of the Secretary of the faculty. Committee members as of 2/1/2023. Totals from HRS appointment system frozen since October 2022.

NOTE: Counts of All Faculty by Division are headcounts of active faculty appointments in October 2022. Unassigned faculty have been temporarily assigned a division according to their departmental affiliation and/or research interests. Military Science assigned 'S'.

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 "Women and Non-Binary" column.

Prepared by: Jennifer Sheridan, WISELI

Table 10a. Salary of Science & Engineering Faculty by Gender (Controlling for Department), 2022

Division/Department	Women, Median	Men, Median	Total, Median	Women's Median as % of Men's
TOTAL, ALL FACULTY	\$121,601	\$142,845	\$132,834	85.1%
Physical Sciences	\$129,455	\$152,937	\$148,787	84.6%
Biological Systems Engineering	118,113	161,426	144,523	73.2%
Soil Science	100,500	123,665	120,417	81.3%
Chemical & Biological Engineering	150,430	156,942	156,942	95.9%
Civil & Environmental Engineering	140,492	134,462	134,462	104.5%
Electrical & Computer Engineering	123,125	151,157	148,881	81.5%
Biomedical Engineering	129,455	166,934	149,387	77.5%
Industrial & Systems Engineering	138,988	146,642	146,642	94.8%
Mechanical Engineering	118,563	132,337	131,959	89.6%
Materials Science & Engineering	184,793	177,820	177,820	103.9%
Engineering Physics	115,000	159,181	127,636	72.2%
Astronomy	132,393	148,020	140,151	89.4%
Chemistry	152,161	168,300	167,349	90.4%
Computer Sciences	130,050	179,431	169,263	72.5%
Geoscience	107,608	148,827	130,810	72.3%
Mathematics	145,963	150,000	148,787	97.3%
Atmospheric & Oceanic Sciences	99,187	165,078	146,142	60.1%
Physics	156,469	158,985	157,185	98.4%
Statistics	131,090	128,415	129,753	102.1%
Biological Sciences	\$126,508	\$132,334	\$130,120	95.6%
Animal & Dairy Science	105,000	125,000	121,210	84.0%
Agronomy	167,318	144,368	165,137	115.9%
Bacteriology	140,760	133,519	134,850	105.4%
Biochemistry	156,091	157,097	156,091	99.4%
Entomology	109,305	144,193	144,091	75.8%
Food Science	95,028	133,409	120,491	71.2%
Genetics	131,790	144,050	138,812	91.5%
Horticulture	96,055	146,798	120,100	65.4%
Nutritional Sciences	142,684	120,914	142,684	118.0%
Plant Pathology	147,601	118,191	144,428	124.9%
Forest & Wildlife Ecology	127,000	138,469	134,397	91.7%
Kinesiology	111,594	119,865	112,034	93.1%
Nelson Institute for Environmental Studies	115,210	128,727	128,727	89.5%
Botany	121,394	172,646	156,570	70.3%
Communicative Disorders	152,815	90,000	108,241	169.8%
Integrative Biology	143,607	154,196	148,805	93.1%
SMPH Admin	N/A	192,660	192,660	N/A
Anesthesiology	173,653	135,788	160,466	127.9%
Cell & Regenerative Biology	128,509	111,031	115,430	115.7%
Biostatistics & Medical Informatics	144,240	124,211	124,211	116.1%
Family Medicine	125,182	134,894	125,182	92.8%
Genetics	159,077	154,931	155,473	102.7%
Obstetrics & Gynecology	125,565	150,412	150,412	83.5%
Medical History & Bioethics	96,841	138,251	114,104	70.0%
Human Oncology	75,289	102,391	87,347	73.5%
Emergency Medicine	152,253	102,273	149,051	148.9%

Medicine	120,730	125,182	121,443	96.4%
Dermatology	164,970	98,182	131,576	168.0%
Medical Microbiology	148,327	130,869	136,636	113.3%
Medical Physics	152,948	147,035	151,517	104.0%
Neurology	101,313	102,273	102,273	99.1%
Neurological Surgery	130,239	105,059	106,108	124.0%
Oncology	147,440	170,732	155,372	86.4%
Ophthalmology & Visual Sciences	139,226	161,318	153,569	86.3%
Orthopedics & Rehabilitation	77,672	95,509	77,672	81.3%
Neuroscience	162,092	138,641	142,967	116.9%
Pathology & Laboratory Medicine	167,704	154,629	156,827	108.5%
Pediatrics	139,973	163,234	146,045	85.7%
Biomolecular Chemistry	160,124	166,152	165,409	96.4%
Population Health Sciences	121,556	145,228	141,321	83.7%
Psychiatry	110,203	111,256	111,256	99.1%
Radiology	85,124	102,339	96,444	83.2%
Surgery	103,275	95,065	97,246	108.6%
Urology	N/A	169,111	169,111	N/A
School of Pharmacy	116,877	133,751	121,012	87.4%
Medical Sciences	122,051	141,059	129,300	86.5%
Pathobiological Sciences	109,203	143,674	138,194	76.0%
Comparative Biosciences	134,073	131,501	133,553	102.0%
Surgical Sciences	127,896	158,872	143,800	80.5%

Social Sciences	\$129,540	\$166,027	\$150,753	78.0%
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Agricultural & Applied Economics	156,602	174,067	174,067	90.0%
Life Sciences Communication	93,532	124,282	94,512	75.3%
Community & Environmental Sociology	126,874	120,797	124,838	105.0%
School of Business	226,886	251,226	249,696	90.3%
Counseling Psychology	132,027	111,521	113,300	118.4%
Curriculum & Instruction	115,535	113,170	113,247	102.1%
Educational Leadership & Policy Analysis	179,449	143,326	159,664	125.2%
Educational Policy Studies	142,652	130,732	142,652	109.1%
Educational Psychology	128,697	123,800	123,800	104.0%
Rehabilitation Psychology & Special Education	84,318	158,674	111,180	53.1%
School of Human Ecology	113,592	132,105	117,675	86.0%
Law School	186,673	204,748	198,214	91.2%
Extension Faculty	57,067	65,891	58,989	86.6%
Anthropology	154,337	143,766	152,810	107.4%
Afro-American Studies	117,877	100,815	109,313	116.9%
Communication Arts	134,484	132,329	133,968	101.6%
Chicana/o Studies	99,138	N/A	99,138	N/A
Economics	325,002	250,000	275,000	130.0%
Geography	115,210	122,729	120,650	93.9%
LaFollette School of Public Affairs	141,141	183,362	153,875	77.0%
School of Journalism & Mass Communication	111,906	150,960	130,225	74.1%
The Information School	121,506	101,695	104,550	119.5%
Political Science	184,010	178,850	178,850	102.9%
Psychology	176,512	160,000	164,382	110.3%
Social Work	115,982	202,081	122,425	57.4%
Sociology	145,656	165,590	155,413	88.0%
Planning & Landscape Architecture	121,601	137,600	129,964	88.4%
School of Nursing	97,509	95,636	97,509	102.0%
Liberal Arts & Applied Studies	93,597	96,627	93,597	96.9%
School for Workers	88,772	104,318	103,907	85.1%

Humanities	\$107,100	\$117,476	\$111,131	91.2%
Art	94,449	131,940	117,579	71.6%
Dance	109,683	123,531	117,637	88.8%
Theatre & Drama	79,591	113,730	79,591	70.0%
College of Letters & Science	91,255	84,954	88,105	107.4%
African Cultural Studies	107,100	89,643	98,056	119.5%
Art History	116,513	117,476	117,386	99.2%
Classical and Near Eastern Studies	134,216	136,230	136,230	98.5%
Asian Languages & Cultures	128,342	111,317	123,248	115.3%
English	102,535	128,187	113,000	80.0%
French & Italian	107,094	120,250	118,682	89.1%
Center for Jewish Studies	N/A	153,000	153,000	N/A
Religious Studies Program	117,449	N/A	117,449	N/A
History	116,733	120,055	116,733	97.2%
Language Sciences Program	107,215	118,445	118,445	90.5%
School of Music	97,571	107,447	106,966	90.8%
Philosophy	108,803	152,004	125,156	71.6%
German, Nordic, & Slavic	111,158	84,560	110,000	131.5%
Spanish & Portuguese	104,069	107,665	106,910	96.7%
Gender & Women's Studies	99,000	90,203	99,000	109.8%

SOURCE: October 2022 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), 2022

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	\$156,091	\$112,317	\$98,374	\$166,230	\$120,914	\$106,121	\$162,393	\$116,644	\$102,000	93.9%	92.9%	92.7%
Physical Sciences	\$169,074	\$129,455	\$109,600	\$175,088	\$132,291	\$110,000	\$174,110	\$131,959	\$110,000	96.6%	97.9%	99.6%
Biological Systems Engineering	141,578	126,225	107,646	172,478	117,774	114,611	172,478	126,225	110,000	82.1%	107.2%	93.9%
Soil Science	N/A	120,417	97,750	126,608	119,367	102,224	126,608	119,892	100,669	N/A	100.9%	95.6%
Chemical & Biological Engineering	191,260	N/A	109,600	180,592	118,430	107,500	185,926	118,430	108,550	105.9%	N/A	102.0%
Civil & Environmental Engineering	158,404	140,492	105,423	163,347	131,170	106,484	158,404	131,731	105,423	97.0%	107.1%	99.0%
Electrical & Computer Engineering	180,039	N/A	112,022	182,135	151,157	112,402	182,135	151,157	112,200	98.8%	N/A	99.7%
Biomedical Engineering	152,435	129,455	109,305	233,768	161,262	106,121	169,582	145,759	109,305	65.2%	80.3%	103.0%
Industrial & Systems Engineering	187,589	N/A	108,524	191,668	132,723	111,447	191,668	132,723	111,283	97.9%	N/A	97.4%
Mechanical Engineering	N/A	129,715	110,098	173,074	132,337	109,611	173,074	132,230	110,000	N/A	98.0%	100.4%
Materials Science & Engineering	191,930	N/A	112,000	195,421	131,931	113,452	191,930	131,931	112,200	98.2%	N/A	98.7%
Engineering Physics	182,061	N/A	114,885	177,222	145,246	113,515	177,472	145,246	114,607	102.7%	N/A	101.2%
Astronomy	135,900	N/A	94,676	150,962	N/A	94,930	145,649	N/A	94,860	90.0%	N/A	99.7%
Chemistry	170,857	N/A	98,877	175,177	N/A	103,595	175,099	N/A	100,909	97.5%	N/A	95.4%
Computer Sciences	211,029	N/A	130,050	218,589	163,200	129,999	211,029	163,200	130,025	96.5%	N/A	100.0%
Geoscience	166,140	N/A	100,408	162,808	126,564	112,000	165,113	126,564	100,815	102.0%	N/A	89.6%
Mathematics	156,812	131,721	105,000	166,230	131,590	106,121	166,230	131,656	106,121	94.3%	100.1%	98.9%
Atmospheric & Oceanic Sciences	141,793	N/A	98,374	171,423	N/A	102,031	165,352	N/A	98,374	82.7%	N/A	96.4%
Physics	176,816	N/A	107,100	169,555	126,247	109,305	169,643	126,247	107,100	104.3%	N/A	98.0%
Statistics	179,792	N/A	123,520	178,460	128,415	122,039	178,460	128,415	122,039	100.7%	N/A	101.2%
Biological Sciences	\$162,068	\$116,742	\$99,754	\$160,855	\$117,958	\$101,959	\$160,986	\$117,562	\$100,000	100.8%	99.0%	97.8%
Animal & Dairy Science	151,758	N/A	102,406	128,970	N/A	109,242	137,365	N/A	104,520	117.7%	N/A	93.7%
Agronomy	212,923	110,572	N/A	165,137	117,562	95,095	167,318	113,555	95,095	128.9%	94.1%	N/A
Bacteriology	179,116	134,850	95,405	163,147	129,054	97,260	163,147	129,397	95,405	109.8%	104.5%	98.1%
Biochemistry	162,573	N/A	99,754	163,228	148,000	104,143	163,228	148,000	99,754	99.6%	N/A	95.8%
Entomology	175,771	109,305	92,000	154,297	120,082	92,718	164,299	114,694	92,359	113.9%	91.0%	99.2%
Food Science	120,746	N/A	94,000	150,077	123,112	99,960	145,454	123,112	95,028	80.5%	N/A	94.0%
Genetics	138,812	N/A	97,266	147,938	N/A	98,235	146,399	N/A	97,631	93.8%	N/A	99.0%
Horticulture	N/A	120,100	94,846	157,811	120,100	91,800	157,811	120,100	93,636	N/A	100.0%	103.3%
Nutritional Sciences	146,393	115,027	112,918	160,416	120,914	106,767	154,591	117,970	108,464	91.3%	95.1%	105.8%
Plant Pathology	171,452	135,121	105,972	182,545	117,958	N/A	171,452	118,191	105,972	93.9%	114.6%	N/A
Forest & Wildlife Ecology	140,944	120,500	96,464	138,741	104,115	98,250	138,741	120,500	98,250	101.6%	115.7%	98.2%
Kinesiology	181,976	111,814	85,104	166,391	107,733	78,540	171,478	111,594	82,127	109.4%	103.8%	108.4%
Nelson Institute for Environmental Studies	174,887	115,210	93,387	128,727	104,115	N/A	142,904	115,210	93,387	135.9%	110.7%	N/A
Botany	139,927	104,815	N/A	173,994	N/A	93,820	170,855	104,815	93,820	80.4%	N/A	N/A
Communicative Disorders	195,383	122,634	90,203	N/A	N/A	90,000	195,383	122,634	90,102	N/A	N/A	100.2%
Integrative Biology	163,200	N/A	102,508	169,359	130,050	99,930	167,887	130,050	101,439	96.4%	N/A	102.6%
SMPH Admin	N/A	N/A	N/A	192,660	N/A	N/A	192,660	N/A	N/A	N/A	N/A	N/A
Anesthesiology	173,653	N/A	N/A	160,466	102,213	N/A	163,413	102,213	N/A	108.2%	N/A	N/A
Cell & Regenerative Biology	157,022	122,051	105,724	256,930	N/A	108,718	178,125	122,051	106,405	61.1%	N/A	97.2%
Biostatistics & Medical Informatics	190,618	130,247	97,892	200,390	124,211	113,317	195,811	124,211	112,567	95.1%	104.9%	86.4%
Family Medicine	125,182	N/A	N/A	166,664	111,224	101,004	148,827	111,224	101,004	75.1%	N/A	N/A
Genetics	159,077	N/A	N/A	155,473	N/A	110,661	155,473	N/A	110,661	102.3%	N/A	N/A
Obstetrics & Gynecology	181,505	118,033	125,565	163,435	103,500	81,301	163,435	116,202	81,301	111.1%	114.0%	154.4%
Medical History & Bioethics	212,191	98,174	92,754	186,770	122,037	N/A	186,770	105,822	92,754	113.6%	80.4%	N/A
Human Oncology	N/A	85,124	65,455	135,792	94,869	76,117	135,792	87,347	68,099	N/A	89.7%	86.0%
Emergency Medicine	N/A	152,253	N/A	196,364	N/A	102,273	196,364	152,253	102,273	N/A	N/A	N/A
Medicine	159,486	115,812	91,636	145,483	104,204	93,863	154,429	110,516	93,599	109.6%	111.1%	97.6%
Dermatology	164,970	N/A	N/A	180,329	N/A	90,000	174,639	N/A	90,000	91.5%	N/A	N/A

Medical Microbiology	169,315	136,636	98,705	143,822	130,869	N/A	158,018	133,753	98,705	117.7%	104.4%	N/A
Medical Physics	152,948	N/A	N/A	156,619	130,777	119,173	156,619	130,777	119,173	97.7%	N/A	N/A
Neurology	171,635	94,034	99,367	127,138	88,783	102,273	171,635	93,294	99,367	135.0%	105.9%	97.2%
Neurological Surgery	N/A	N/A	130,239	103,291	105,059	N/A	103,291	105,059	130,239	N/A	N/A	N/A
Oncology	147,440	N/A	N/A	175,670	N/A	100,999	164,392	N/A	100,999	83.9%	N/A	N/A
Ophthalmology & Visual Sciences	171,635	128,850	117,481	161,318	N/A	N/A	162,088	128,850	117,481	106.4%	N/A	N/A
Orthopedics & Rehabilitation	117,952	N/A	43,426	116,903	121,556	46,729	116,903	121,556	43,426	100.9%	N/A	92.9%
Neuroscience	162,789	N/A	104,335	159,374	118,666	104,209	162,092	118,666	104,318	102.1%	N/A	100.1%
Pathology & Laboratory Medicine	173,061	N/A	100,145	183,999	111,613	100,145	173,061	111,613	100,145	94.1%	N/A	100.0%
Pediatrics	157,736	146,045	106,364	163,868	162,223	112,874	161,339	151,945	106,364	96.3%	90.0%	94.2%
Biomolecular Chemistry	165,409	126,494	N/A	174,805	130,239	97,892	174,805	130,239	97,892	94.6%	97.1%	N/A
Population Health Sciences	191,538	128,522	111,138	145,228	101,711	N/A	177,114	115,117	111,138	131.9%	126.4%	N/A
Psychiatry	157,364	89,939	97,679	192,521	107,072	N/A	166,056	98,505	97,679	81.7%	84.0%	N/A
Radiology	194,309	62,463	85,124	137,351	108,763	69,620	142,644	94,342	81,818	141.5%	57.4%	122.3%
Surgery	178,186	112,260	81,846	99,150	62,444	104,318	101,485	71,665	90,996	179.7%	179.8%	78.5%
Urology	N/A	N/A	N/A	202,687	N/A	98,182	202,687	N/A	98,182	N/A	N/A	N/A
School of Pharmacy	149,241	116,742	95,053	164,271	116,145	97,344	161,122	116,742	95,969	90.9%	100.5%	97.6%
Medical Sciences	141,554	117,119	N/A	150,026	N/A	108,533	150,026	117,119	108,533	94.4%	N/A	N/A
Pathobiological Sciences	161,180	N/A	108,474	164,798	114,035	113,780	162,081	114,035	109,203	97.8%	N/A	95.3%
Comparative Biosciences	142,936	126,705	111,689	149,051	120,052	113,156	145,994	121,327	111,689	95.9%	105.5%	98.7%
Surgical Sciences	156,879	N/A	111,013	158,872	N/A	N/A	156,879	N/A	111,013	98.7%	N/A	N/A

Social Sciences	\$156,701	\$112,317	\$97,979	\$180,594	\$125,007	\$112,222	\$172,016	\$116,432	\$100,000	86.8%	89.8%	87.3%
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Agricultural & Applied Economics	186,472	N/A	120,770	184,135	151,079	116,733	186,472	151,079	116,733	101.3%	N/A	103.5%
Life Sciences Communication	208,939	N/A	91,555	195,338	93,516	90,203	208,939	93,516	91,555	107.0%	N/A	101.5%
Community & Environmental Sociology	127,985	130,669	90,927	135,803	116,756	97,491	127,985	116,756	91,854	94.2%	111.9%	93.3%
School of Business	308,358	230,605	194,070	321,740	231,858	214,200	315,000	231,232	209,040	95.8%	99.5%	90.6%
Counseling Psychology	153,727	113,300	90,000	159,951	111,521	93,291	154,373	112,411	90,000	96.1%	101.6%	96.5%
Curriculum & Instruction	136,814	98,028	86,353	175,222	113,170	88,081	139,093	101,476	86,527	78.1%	86.6%	98.0%
Educational Leadership & Policy Analysis	196,908	N/A	95,102	173,057	114,317	95,000	186,450	114,317	95,000	113.8%	N/A	100.1%
Educational Policy Studies	168,803	125,792	85,074	171,820	N/A	88,923	168,803	125,792	85,640	98.2%	N/A	95.7%
Educational Psychology	141,116	118,726	92,325	176,343	114,675	93,636	162,259	115,566	92,981	80.0%	103.5%	98.6%
Rehabilitation Psychology & Special Education	170,104	111,180	84,272	158,674	N/A	N/A	160,112	111,180	84,272	107.2%	N/A	N/A
School of Human Ecology	134,583	97,241	87,988	144,590	98,700	91,692	135,565	97,824	91,692	93.1%	98.5%	96.0%
Law School	221,042	205,846	153,268	211,035	187,420	150,656	212,324	187,420	150,656	104.7%	109.8%	101.7%
Extension Faculty	70,517	56,199	N/A	67,368	56,325	N/A	70,387	56,206	N/A	104.7%	99.8%	N/A
Anthropology	154,503	N/A	79,605	145,233	93,323	N/A	152,855	93,323	79,605	106.4%	N/A	N/A
Afro-American Studies	124,753	108,458	85,313	N/A	N/A	100,815	124,753	108,458	93,064	N/A	N/A	84.6%
Communication Arts	137,333	N/A	90,203	144,780	105,180	86,717	139,546	105,180	88,434	94.9%	N/A	104.0%
Chicana/o Studies	N/A	N/A	99,138	N/A	N/A	N/A	N/A	N/A	99,138	N/A	N/A	N/A
Economics	355,000	275,000	160,092	350,199	222,854	160,046	350,199	236,427	160,092	101.4%	123.4%	100.0%
Geography	174,887	114,890	94,572	152,939	110,343	98,028	153,212	113,675	98,000	114.4%	104.1%	96.5%
LaFollette School of Public Affairs	291,367	153,875	112,200	240,470	171,666	112,222	266,084	162,771	112,200	121.2%	89.6%	100.0%
School of Journalism & Mass Communication	135,998	110,944	91,163	212,060	111,183	90,811	168,014	111,183	91,163	64.1%	99.8%	100.4%
The Information School	130,470	N/A	93,636	145,533	101,695	94,095	139,434	101,695	93,636	89.6%	N/A	99.5%
Political Science	224,497	170,582	105,537	178,961	138,445	98,838	185,374	160,890	102,188	125.4%	123.2%	106.8%
Psychology	190,674	130,130	114,000	172,659	127,500	106,500	186,497	127,500	108,000	110.4%	102.1%	107.0%
Social Work	191,017	125,204	102,396	202,081	N/A	N/A	191,017	125,204	102,396	94.5%	N/A	N/A
Sociology	180,383	161,262	100,000	181,325	119,294	126,225	181,325	145,656	102,000	99.5%	135.2%	79.2%
Planning & Landscape Architecture	132,651	N/A	87,614	138,752	N/A	93,344	138,752	N/A	90,479	95.6%	N/A	93.9%
School of Nursing	155,910	128,931	96,542	N/A	N/A	95,636	155,910	128,931	95,636	N/A	N/A	100.9%
Liberal Arts & Applied Studies	111,292	93,597	66,764	N/A	109,065	84,188	111,292	101,331	75,476	N/A	85.8%	79.3%
School for Workers	N/A	103,907	73,636	104,318	N/A	N/A	104,318	103,907	73,636	N/A	N/A	N/A

Humanities	\$127,636	\$99,719	\$87,394	\$131,940	\$98,771	\$86,410	\$129,347	\$99,329	\$86,700	96.7%	101.0%	101.1%
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Art	126,182	93,518	84,000	132,216	N/A	80,000	131,940	93,518	83,000	95.4%	N/A	105.0%
Dance	121,584	101,733	73,518	123,531	N/A	N/A	122,546	101,733	73,518	98.4%	N/A	N/A

Theatre & Drama	N/A	N/A	79,591	147,609	113,730	79,591	147,609	113,730	79,591	N/A	N/A	100.0%
College of Letters & Science	N/A	91,255	N/A	84,954	N/A	N/A	84,954	91,255	N/A	N/A	N/A	N/A
African Cultural Studies	127,500	98,056	N/A	123,560	89,643	82,852	123,560	93,995	82,852	103.2%	109.4%	N/A
Art History	121,101	120,422	85,010	124,653	N/A	83,232	121,146	120,422	83,232	97.2%	N/A	102.1%
Classical and Near Eastern Studies	182,702	N/A	85,729	141,957	98,771	N/A	147,684	98,771	85,729	128.7%	N/A	N/A
Asian Languages & Cultures	130,511	96,821	85,258	127,858	105,939	89,037	129,826	100,407	85,258	102.1%	91.4%	95.8%
English	130,050	101,929	87,444	139,231	99,220	95,000	139,228	100,893	87,444	93.4%	102.7%	92.0%
French & Italian	119,093	97,601	N/A	120,570	87,993	N/A	120,250	97,223	N/A	98.8%	110.9%	N/A
Center for Jewish Studies	N/A	N/A	N/A	153,000	N/A	N/A	153,000	N/A	N/A	N/A	N/A	N/A
Religious Studies Program	150,000	N/A	84,897	N/A	N/A	N/A	150,000	N/A	84,897	N/A	N/A	N/A
History	172,520	111,733	88,434	157,225	109,274	87,019	164,681	109,274	88,434	109.7%	102.3%	101.6%
Language Sciences Program	119,430	N/A	95,000	140,315	N/A	92,719	119,430	N/A	93,860	85.1%	N/A	102.5%
School of Music	119,646	93,611	77,431	110,618	87,266	81,222	117,246	92,362	77,431	108.2%	107.3%	95.3%
Philosophy	140,457	108,803	95,000	187,602	111,396	93,000	180,573	110,739	94,000	74.9%	97.7%	102.2%
German, Nordic, & Slavic	122,795	92,596	79,591	133,567	90,143	79,591	128,661	90,143	79,591	91.9%	102.7%	100.0%
Spanish & Portuguese	106,910	81,121	N/A	110,203	83,010	N/A	109,239	83,010	N/A	97.0%	97.7%	N/A
Gender & Women's Studies	125,487	111,131	93,732	N/A	N/A	90,203	125,487	111,131	92,124	N/A	N/A	103.9%

SOURCE: October 2022 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, 2019-2022

Division/School	Junior Offers Made			Junior Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	68	103	39.8%	39	57.4%	69	67.0%
College of Engineering	25	45	35.7%	14	56.0%	31	68.9%
Letters & Sciences	39	56	41.1%	22	56.4%	36	64.3%
College of Agricultural & Life Sciences	4	2	66.7%	3	75.0%	2	100.0%
Biological Sciences	84	73	53.5%	67	79.8%	59	80.8%
Letters & Sciences	8	10	44.4%	5	62.5%	7	70.0%
School of Veterinary Medicine	12	2	85.7%	11	91.7%	2	100.0%
School of Pharmacy	1	2	33.3%	1	100.0%	1	50.0%
School of Medicine & Public Health	36	42	46.2%	31	86.1%	35	83.3%
College of Agricultural & Life Sciences	27	17	61.4%	19	70.4%	14	82.4%
Division/School	Tenured** Offers Made			Tenured** Offers Accepted			
	Women	Men	% Women	Women		Men	
				N	% Accept	N	% Accept
Physical Sciences	12	24	33.3%	2	16.7%	10	41.7%
College of Engineering	5	10	33.3%	1	20.0%	4	40.0%
Letters & Sciences	7	13	35.0%	1	14.3%	5	38.5%
College of Agricultural & Life Sciences	0	1	0.0%	N/A	N/A	1	100.0%
Biological Sciences	25	19	56.8%	20	80.0%	14	73.7%
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	0	N/A	N/A	N/A	N/A	N/A
School of Medicine & Public Health	24	15	61.5%	19	79.2%	11	73.3%
College of Agricultural & Life Sciences	1	3	25.0%	1	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, 2019-2022

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	\$120 - \$168	\$145,333	\$94 - \$173	96.3%	\$140,000	\$120 - \$168	\$142,000	\$94 - \$169	98.6%
College of Engineering	\$142,667	\$120 - \$160	\$146,667	\$120 - \$160	97.3%	\$145,000	\$133 - \$160	\$146,667	\$120 - \$160	98.9%
Letters & Sciences	\$140,000	\$120 - \$168	\$144,000	\$94 - \$173	97.2%	\$133,333	\$120 - \$168	\$140,000	\$94 - \$169	95.2%
College of Agricultural & Life Sciences	\$138,667	\$120 - \$153	\$135,333	\$127 - \$144	102.5%	\$146,667	\$131 - \$153	\$135,333	\$127 - \$144	108.4%
Biological Sciences	\$120,000	\$50 - \$720	\$120,000	\$42 - \$141	100.0%	\$120,000	\$50 - \$720	\$120,000	\$49 - \$141	100.0%
Letters & Sciences	\$130,667	\$113 - \$135	\$129,333	\$113 - \$133	101.0%	\$133,333	\$113 - \$135	\$129,333	\$120 - \$131	103.1%
School of Veterinary Medicine	\$120,000	\$62 - \$127	\$116,500	\$115 - \$118	103.0%	\$120,000	\$62 - \$127	\$116,500	\$115 - \$118	103.0%
School of Pharmacy	\$122,667	\$123	\$124,667	\$125	98.4%	\$122,667	\$123	\$124,667	\$125	98.4%
School of Medicine & Public Health	\$115,000	\$50 - \$159	\$120,000	\$49 - \$140	95.8%	\$113,750	\$50 - \$159	\$110,000	\$49 - \$135	103.4%
College of Agricultural & Life Sciences	\$122,667	\$59 - \$720	\$122,667	\$42 - \$141	100.0%	\$122,667	\$59 - \$720	\$125,333	\$117 - \$141	97.9%
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	\$183,333	\$120 - \$273	\$213,333	\$153 - \$367	85.9%	\$143,333	\$120 - \$167	\$206,667	\$153 - \$367	69.4%
College of Engineering	\$173,333	\$167 - \$260	\$198,667	\$180 - \$264	87.2%	\$166,667	\$167	\$193,333	\$180 - \$223	86.2%
Letters & Sciences	\$220,000	\$120 - \$273	\$226,667	\$167 - \$367	97.1%	\$120,000	\$120	\$213,333	\$200 - \$367	56.3%
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	\$81 - \$319	\$160,000	\$100 - \$288	96.9%	\$157,500	\$81 - \$319	\$160,000	\$112 - \$288	98.4%
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
School of Medicine & Public Health	\$155,000	\$81 - \$319	\$160,000	\$100 - \$288	96.9%	\$155,000	\$81 - \$319	\$150,000	\$112 - \$288	103.3%
College of Agricultural & Life Sciences	\$160,000	\$160	\$200,000	\$147 - \$224	80.0%	\$160,000	\$160	\$212,000	\$200 - \$224	75.5%

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

Table 12c. Total Startup Package* Offers, 2019-2022

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	\$513,177	\$30- \$2129	\$430,209	\$12 - \$2310	119.3%	\$515,937	\$30 - \$2129	\$430,209	\$26 - \$2310	119.9%
College of Engineering	\$783,973	\$241 - \$2129	\$711,495	\$233 - \$1727	110.2%	\$783,973	\$320 - \$2129	\$725,350	\$233 - \$1727	108.1%
Letters & Sciences	\$415,959	\$30 - \$1298	\$325,000	\$12 - \$2310	128.0%	\$415,959	\$30 - \$1200	\$312,500	\$26 - \$2310	133.1%
College of Agricultural & Life Sciences	\$564,627	\$193 - \$636	\$353,724	\$340 - \$367	159.6%	\$613,317	\$516 - \$636	\$353,724	\$340 - \$367	173.4%
Biological Sciences	\$600,000	\$131 - \$2713	\$661,800	\$51 - \$1600	90.7%	\$572,500	\$131 - \$2713	\$677,724	\$51 - \$1600	84.5%
Letters & Sciences	\$526,949	\$285 - \$1306	\$612,900	\$420 - \$1306	86.0%	\$553,397	\$285 - \$1306	\$661,800	\$420 - \$1306	83.6%
School of Veterinary Medicine	\$587,490	\$420 - \$785	\$468,000	\$306 - \$630	125.5%	\$570,000	\$420 - \$785	\$468,000	\$306 - \$630	121.8%
School of Pharmacy	\$641,000	\$641	\$693,647	\$694	92.4%	\$641,000	\$641	\$693,647	\$694	92.4%
School of Medicine & Public Health	\$594,000	\$210 - \$1755	\$710,000	\$51 - \$1600	83.7%	\$565,000	\$210 - \$1545	\$700,000	\$51 - \$1600	80.7%
College of Agricultural & Life Sciences	\$653,046	\$275 - \$2713	\$740,000	\$233 - \$1562	88.2%	\$653,046	\$275 - \$2713	\$770,000	\$233 - \$1562	84.8%
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	\$905,000	\$450 - \$2545	\$895,934	\$90 - \$2696	101.0%	\$1,524,542	\$504 - \$2545	\$523,961	\$90 - \$1275	291.0%
College of Engineering	\$1,233,333	\$504 - \$2092	\$1,118,333	\$267 - \$2696	110.3%	\$504,333	\$504	\$527,461	\$267 - \$896	95.6%
Letters & Sciences	\$866,250	\$450 - \$2545	\$785,000	\$90 - \$2200	110.4%	\$2,544,750	\$2,545	\$585,000	\$90 - \$1275	435.0%
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	\$750,000	\$161 - \$2490	\$817,811	\$175 - \$4276	91.7%	\$787,500	\$161 - \$2490	\$817,811	\$175 - \$4276	96.3%
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	\$725,000	\$161 - \$2490	\$945,000	\$175 - \$2874	76.7%	\$775,000	\$161 - \$2490	\$945,000	\$175 - \$2874	82.0%
College of Agricultural & Life Sciences	\$1,205,000	\$1205	\$2,405,250	\$535 - \$4276	50.1%	\$1,205,000	\$1,205	\$2,405,250	\$535 - \$4276	50.1%

* Total Startup Package does not include Base Salary.

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

Table 13. New Hires, 2022

	2021-2022	
	Total Hires	Percent Women
Junior Hires		
Biological Sciences	19	68.4%
Physical Sciences	33	42.4%
Senior Hires		
Biological Sciences	7	57.1%
Physical Sciences	6	16.7%
Total Hires, Biological Sciences	26	65.4%
Total Hires, Physical Sciences	39	38.5%
Total Hires, Junior	52	51.9%
Total Hires, Senior	13	38.5%
TOTAL HIRES	65	49.2%

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

SOURCE: October 2021 and October 2022 HRS Frozen slice.